South Africa's racist policies cause concern on campuses across Canada

Canadian universities face dilemma of divestment

by Helen Baxter
Bulletin Editor

The South African system of apartheid, by which a small minority white elite (15 percent) virtually controls the lives of the vast majority of non-whites, is increasingly capturing the attention of students and faculty members on campuses across Canada. Difficult questions are being raised at meetings of faculty associations, student groups, and university governing councils.

Do Canadian universities have an official role to play in protesting what is universally regarded as a brutal, racist regime? By taking an official stand on apartheid, will universities jeopardize the neutrality necessary for true, unbiased scholarship? Will they be seen to be engaging in political advocacy and in return risk outside interference in their own internal affairs?

At the centre of the debate for the universities is the question of whether or not to divest of holdings in corporations or financial institutions linked to South Africa — with the action to be seen largely as a symbolic gesture of protest against the immorality of apartheid.

The CAUT took its first steps in grappling with the issue at the November meeting of its Board of Directors. At that meeting board members reviewed arguments both for and against adopting a policy of divestment and resolved to invite the advice of all member local faculty associations on the issue. At its next meeting, to be held in February, the CAUT Board will be considering whether or not to recommend a CAUT policy on divestment. The association anticipates that the issue will be raised at the annual Council meeting in May.

In addition to the major issue of divestment, the Board authorized issuing a protest against the arrest of the editor of the South African paper the *Cape Times* for publishing an interview with Oliver Tambo, the exiled leader of the African National Congress. As well, it determined to protest the violations of academic freedom by the government of South Africa.

Meanwhile, on university campuses, McGill University took centre stage on the divestment issue in November when its Board of Governors approved a strong motion calling for the university to divest itself of all South Africa-linked holdings. After considerable discussion and debate, the McGill governors passed resolutions which will result in the university disposing of its holdings in all financial institutions which have not adopted a policy of making no further loans to the government of South Africa or its agencies, and in corporations which are controlled directly or indirectly by South African interests or have direct investments in South Africa. The McGill governors also approved a policy of making no further investments in these institutions and corporations until they have in turn divested. McGill's move was initiated by student members on the Board of Governors and was approved almost unanimously by the university Senate.

McGill took its first steps toward divestment in 1982 when it sold its holdings in the

See SOUTH AFRICA/12

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CANAPRESS

Black student mourners join funeral march outside Johannesburg

Afrique du Sud: retrait des investissements

par Helen Baxter
Rédactrice du Bulletin

Le système de *l'apartheid* de l'Afrique du Sud, qui permet à une petite élite blanche minoritaire (15%) de contrôler pour ainsi dire la vie de la vaste majorité de non-blancs, s'impose de plus en plus à l'attention des étudiants et des professeurs des universités de tout le pays. On soulève de difficiles questions aux réunions des associations de professeurs, des groupements d'étudiants et des conseils d'administration des universités.

Les universités canadiennes ont-elles un rôle officiel à jouer pour ce qui est de protester contre un régime universellement reconnu comme raciste et brutal? En adoptant une position officielle sur l'apartheid, les universités vont-elles compromettre la neutralité nécessaire à une érudition impartiale et authentique? Vont-elles faire l'effet de s'engager dans des luttes politiques et risquer pour autant que des milieux extérieurs s'ingèrent dans leurs propres affaires internes?

Au centre du débat qui occupe les universités se trouve la question de savoir s'il leur faut se défaire des actions de sociétés ou d'institutions financières liées à l'Afrique du Sud, la chose devant être largement considérée comme un geste symbolique de protestation contre l'immoralité de l'apartheid.

L'ACPU a pris ses premières dispositions pour s'attaquer à la question à la réunion de novembre de son Bureau de direction. Les membres du Bureau y ont examiné les arguments pour et contre l'adoption d'une politique d'abandon des actions et a décidé de solliciter

Voir AFRIQUE/12

Academic theses have full protection of copyright, rules federal court judge

by Michelle Morissette
Bulletin Correspondent

In a precedent setting case, a Federal Court of Canada judge has ruled that an academic thesis enjoys as much copyright protection as "any best seller".

In a written statement handed down recently, Justice L. Marcel Joyal ruled that Vancouver writer Ed Gould had "cribbed" portions of UBC History Professor David Breen's doctoral thesis — *The Canadian West and the Ranching Frontier 1875-1922* — thereby infringing the Copyright Act.

Mr. Gould used a portion of the Breen thesis material verbatim in a popular history book called *Ranching* which he wrote for Hancock House Publishing Ltd. in 1977. The book was subsequently published and marketed.

Justice Joyal ordered Mr. Gould and Hancock House to pay Prof. Breen's legal costs and ordered all remaining copies of the infringing book to be delivered to Prof. Breen. The decision ended eight years of litigation over the issue of whether thesis material was protected by copyright and established a precedent for future cases.

In his decision, Justice Joyal ruled that a "substantial" amount of the thesis had been copied, even though the copying only amounted to a small fraction of the total thesis.

He said the copied portion was seen to contribute positively to Mr. Gould's work and ruled that the quality of the copied material was as important a factor as quantity.

Both Mr. Gould and Hancock House had argued that academic work such as theses were in the public domain and were therefore not protected by copyright and that extracts of Prof. Breen's work consisted of a very small part of the thesis and the subsequent book in which it was used.

Justice Joyal said there was evidence that confusion exists among writers about copyright protection of academic work.

"Although a scholarly work might have limited commercial value, it is nonetheless entitled to the full protection of copyright," he said.

"The copyright, unless the contrary be shown by way of agreement or otherwise, vests in the author. It is his work, his labour and his talent which have produced it."

The judge noted that the infringing book had been a financial loss to both Mr. Gould and the publisher and that Prof. Breen had suffered no direct financial damage.

He further noted that Mr. Gould had made a written request, which never reached Prof. Breen, to make use of the thesis material, and that he had acknowledged the thesis in the bibliography at the end of the book.

As a result, he said he wouldn't award exemplary damages against Mr. Gould or the publisher.

However, he admonished Mr. Gould for using the thesis material verbatim, saying he should have at least re-written the material and ordered Gould to pay part of Prof. Breen's legal costs and the publisher to pay the other part.

The judge concluded by giving rave reviews to both books.

"Since delivering verbal reasons for judgement, I have had occasion to read considerable portions of both

See BREEN/12

UBC History
Prof. David Breen

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Misinterpreted

It has been with some degree of disbelief and considerable surprise and dismay that I read the responses in recent editions of the *CAUT Bulletin* to my May article entitled "Canadian Professors Dispossessed by Entrenched Yankee Academics?" I must mention at the outset that this title was not the title of my submitted paper but one established by the Editor of the *CAUT Bulletin* without my knowledge or consent. The title of the paper I submitted to *CAUT Bulletin* was "Canadianizing Canadian Academia: The New Rebel Angels." To my mind, the original title is more accurate and less sensational than the *CAUT Bulletin's* retitle. One cannot help but wonder the extent to which the subsequent reactions have been based, in part, on the changed title.

The degree to which many of the letters written in reaction to my article have rested on misinterpretation of my words is nothing short of astounding. Even more astounding, however, is the way in which some of the letter writers have twisted commonly accepted meanings around. For example, would we generally term persons who claim that black South Africans should have a say in the governing of their country racists or anti-white? I think not. The Canadian syndicated political cartoonist, Aislin, recently had a cartoon showing Prime Minister Brian Mulroney with his hand over his heart in front of the American flag. Does Aislin's implied criticism of Mulroney's policies mean that Aislin is a racist or anti-American? Again, I would think not.

The biggest surprise to me in the reaction to my article, however, was the editorial headers supplied by the *CAUT Bulletin* which appear above the letters such as "Racist" (with no question mark) in the September 1985 *Bulletin* and "Keegstra-ism?" in the June issue. In the latter case, at least, the header was qualified by both quotation marks and a question mark. I suggest that these headers and a few of the comments made by the letter writers are libellous.

The Canadian academic press, like all public newspapers in any free country, must attempt to provide a forum for ideas. This is particularly important in the case of the academic press. We must resist the temptation to permit legitimate intellectual disagreements to descend to the level of personal attacks.

Susan A. McDaniel
Dept. of Sociology
University of Waterloo

APOLOGY

The editor acknowledges that the title of Prof. McDaniel's article was changed without her consent. This was an oversight and we apologize for any inconvenience caused. The editorial captions were chosen to highlight the letters received in response to this article and were not intended to make inferences about Prof. McDaniel or the authors of the letters.

Correction

I must ask you to publish an immediate correction to the article by Michelle Morissette which appeared in the September issue of the *Bulletin*. If Ms. Morisette had done her homework with regard to recent events at the University of British Columbia, she would have learned that although the Bachelor of Landscape Architecture program was on the list of programs for discontinuance, the university Senate voted with a clear majority in favour of its retention. At a subsequent meeting, Acting Academic vice President Daniel Birch reassured Senate that the program would continue; it had not merely been subject to a temporary reprieve. Senate's rejection of the motion to discontinue "meant that this university had spoken definitely on the subject and would now do its utmost to provide a nurturing home for the emerging field of Landscape Architecture..."

While the general press might be excused for erroneous reporting, I find it hard to understand how the *Bulletin* could also have erred, particularly in a matter which related to matters covered in more than two pages of the September issue.

V.C. Runeckles
Dept. of Plant Science
The University of
British Columbia

CENSURED ADMINISTRATIONS

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

Note:
The CAUT Council recommends that faculty members not accept appointments at censured universities. Advertisements for vacant positions are not carried in the *Bulletin* for universities under censure.

Buffaloed

Professor Heinrichs, in his letter to the editor *(CAUT Bulletin* October 1985), accuses the Canadian Historical Association of being "elitist and patronizing" because it adopted a factual motion on the Holocaust at the Learneds in May 1985.

As a partisan of this motion, let me assure Professor Heinrichs that we had no thought to insult his or anyone else's intelligence. Professional research on the Holocaust is of course available to other than only CHA members.

I am buffaloed as to why he tries to disqualify Canadian historians from taking this step because they possess only a "superior general knowledge" about the subject, and why historians working in the fur trade have been especially singled out.

Certainly Professor Heinrichs is not suggesting that no one talk on public matters unless he is an expert. This would be truly elitist and patronizing.

In fact, the Holocaust motion was initiated by CHA members familiar with the topic through their research and teaching. This research and teaching came under attack by non-professional revisionists during the Zundel and Keegstra trials. Canadian historians felt strongly that the revisionists' monopoly of the courts and media in Canada was radically skewing the matter. They agreed unanimously that it was useful for the public to have the revisionists' dangerous dogmatism put into perspective.

Another paper by the CHA on the topic, as Professor Heinrichs suggests in his letter, would not stand much chance of suddenly converting convinced revisionists, if available fact has not yet done so.

What is so scandalous or patronizing about hoping that the prestige and authority of the CHA and of professional historians might mean something out there?

Robert H. Keyserlingk
Dept. of History
University of Ottawa

Real injustice

In arguing for mandatory retirement, Prof. Aitchison *(Bulletin,* October 1985) follows the usual line of penalizing older competent professors for the faults of others. If there is not enough money, surely this is the fault of the provincial governments who have cut back on university spending. And as for incompetency, no one, regardless of his age, should be teaching at university if he can't do the job. Prof. Aitchison claims it is next to impossible to fire an incompetent professor, but at the University of Ottawa there is an effective system for getting rid of dead wood. The real injustice of mandatory retirement is that it would force those whom Prof. Aitchison describes as a "number of exceptionally good professors" to retire against their will. And for what purpose? Only to make life easy for university bureaucracies. Indeed, it was exactly to protect minorities like elderly professors that the Charter of Rights came into being in the first place.

Prof. Joseph Levitt
Dept. of History
University of Ottawa

Blanket approval

Last issue's letters about the dismissal of Harry Crowe at United College in 1958, with their conflicting interpretations and values, were very interesting. It was surprising, though, to see Kenneth McNaught giving apparently blanket approval to his rector's dictum, "no gentleman would read another person's letter without permission". As historian, that is what I do all the time, and call it research.

Malcolm MacLeod
Department of History
Memorial University
of Newfoundland

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Landscape Architecture Program at UBC remains alive and well

The September issue of the *Caut Bulletin* erroneously reported that the Landscape Architecture Program at the University of British Columbia had been discontinued. In fact, the Program is alive and well. Although it was on the list of programs for discontinuance, the University of B.C. Senate voted with a clear majority in favour of retaining Landscape Architecture. This was not a temporary reprieve. UBC Acting Academic Vice President Daniel Birch noted that Senate's rejection of the motion for discontinuance, ". . . meant that the University had spoken definitely on the subject and would now do its utmost to provide a nurturing home for the emerging field of Landscape Architecture . . ."

The six-year-old Landscape Architecture Program at the University of British Columbia is the only undergraduate program in Western Canada. The four-year professional program leads to the Bachelor of Landscape Architecture (B.L.A.) degree. It is a limited enrollment program, selecting 20 students per year from a long list of applicants. Many of the students hold prior degrees in such diverse fields as microbiology, geography, fine arts and commerce. Current graduates are well employed in the private sector and in all three levels of government.

The Program, which emphasizes the principles of design and their application to the landscape, has a strong academic and interdisciplinary focus. Students are required to enrol in a wide variety of courses including statistics, economics, geography, forest ecology, soil science, architecture, planning, and fine arts. Although the Program is part of the Department of Plant Science, in the Faculty of Agricultural Sciences, some Landscape Architecture professors have joint appointments in the Faculty of Forestry and the School of Architecture. The curriculum and these cross-appointments reflect the diverse knowledge in a variety of disciplines that is required of landscape architects.

The Program's faculty members have already achieved distinction in their academic and professional affairs. They have received several national and international design and research awards, as well as local community service awards.

The Program enjoys particularly strong support from the local profession. The fewer than 100 British Columbian Landscape Architects have provided approximately $2,500 in scholarships and awards annually. They have donated over $10,000 in books, periodicals and equipment to the Program for a Program Studies and Reading Room. To further emphasize their support, these professionals raised over $30,000 in pledges for the start of a permanent Research and Development Fund in Landscape Architecture.

Long-term plans are now being made to upgrade every component of the University of British Columbia Landscape Architecture Program with five, ten and twenty year program objectives. This type of long-term planning indicates committed faculty members who intend to be around and be productive for many years to come.

J.F. Richards
Dean, Faculty of
Agricultural Sciences
U.B.C.

Academic freedom case at Rutgers U. reopened after fifty years

by Michele Landsberg

NEW YORK — Injustice makes a restless corpse; you can bury it, but 50 years later it's back and rattling its bones. That's just what has happened in a fascinating tale of how Nazism triumphed, and academic freedom was sorely wounded, at an American university half a century ago. Incredibly enough, the case was re-opened this fall. And its obvious moral — how difficult and how important it is to protect scholars from political bullying — seems as fresh today as it was obscure then.

In 1935, a young professor of German language and literature, Leinhard Bergel, was fired from the New Jersey College for Women, part of Rutgers University, for alleged incompetence. Friedrich Hauptmann, the head of the German department who fired Prof. Bergel, was also a German immigrant. But Prof. Hauptmann was a domineering, avowed Nazi who openly boasted of being Joseph Goebbels' propaganda "fuehrer" in New Jersey.

Prof. Bergel said that he had been fired because he was the only anti-Nazi in the department. When 400 students signed a petition on his behalf, the university reluctantly opened hearings to determine the truth of the case. The hearings exonerated Prof. Hauptmann of political bias and upheld Prof. Bergel's dismissal.

In retrospect, the truth seems clear enough. In 1940, Prof. Hauptmann mysteriously vanished from Rutgers, leaving behind a trail of bad debts. He promptly resurfaced in Germany as a senior propaganda official for Goebbels. Stunningly, the FBI revealed that Prof. Hauptmann had operated as a Nazi spy while he was at Rutgers. (He was arrested and briefly imprisoned after the war). During that fall of 1940, the dean of the women's college and the president of Rutgers exchanged frantic letters counselling against panic about "our defence of Hauptmann" (in 1935) and worrying about investigation by the American Civil Liberties Union and "federal government agencies."

Prof. Bergel, on the other hand, went on to a distinguished career as a professor at Queen's College and the City University of New York. He was recently described by his colleagues as "a sweet, lovable man...a gentleman and a scholar," a noted interpreter of Thomas Mann and Benedetto Croce. Now 80, he lives with his American wife in retirement on Long Island.

Rutgers University never apologized for its shabby treatment of Prof. Bergel. His dismissal for incompetence is still on the records. This year, Alan Silver, a vigorous, 71-year-old New Jersey businessman and a Rutgers alumnus, campaigned alone and indefatigably to have the case re-investigated and Prof. Bergel's name cleared. Rutgers refused at first ("No official action by me or the Board of Governors is appropriate," Rutgers president Edward Bloustein wrote to Mr. Silver) but has at last agreed to a "factual analysis by an historical committee" — whatever that means.

The daily newspaper coverage of the 1935 hearings reads today like a Sinclair Lewis satire of small-town smugness, with pro-Nazi lowbrows pitted against courageous and scholarly dissent.

In a hot, stuffy university room during six weeks of that summer 50 years ago, Rutgers trustees questioned more than 100 witnesses. Prof. Hauptmann, who had no university degree himself except for a six-month quickie doctorate from a German university with Nazi connections, had surrounded himself with equally unqualified Nazi sympathizers. One of them, Alice Schlimbach, a primary school teacher whom Prof. Hauptmann had made an assistant professor, dabbed at her eyes with a hanky (the trustees leaned forward solicitiously) as she spoke of Prof. Hauptmann's "ideals of the highest and finest kind." She said Prof. Bergel "disgusted" some German students when he spoke against Nazism at a public meeting: "He showed disrespect for the land of his birth." Her "womanly intuition," she said, told her that Prof. Bergel was a Communist.

Prof. Bergel, a liberal of Lutheran background with no political affiliations, was persistently cast as a dangerous leftist. Prof. Hauptmann said that Prof. Bergel would be more comfortable in New York with "others of his kind."

Angry with Prof. Bergel for washing Rutgers' dirty linen in public, the trustees questioned his loyalty, and eagerly pursued every hint of left-wing sympathies among the students and scholars who testified to his competence. They laughed appreciatively as Prof. Hauptmann's students joked about conversion to Nazism, or told how they merrily sang the Horst Wessel song "in fun" at the German house on campus.

In their written decision clearing Prof. Hauptmann, the trustees carefully singled out the "Jewish extraction" of a student who testified "very emotionally" for Prof. Bergel, and praised the Anglo-Saxon reliability of a Hauptmann witness. They suggested that Prof. Bergel was too "proud of being a bookworm" and accused him of starting the controversy out of a misguided sense of intellectual superiority. Most nauseating of all, in the name of "academic freedom" they scolded those who showed "intolerance" of Nazism in the German department.

All through the hearing, headlines flamed with news of Hitler's violent persecution of Jews. Beside these flamboyant horror stories ran polite reports of Rutgers professors who publicly praised Hitler. Rutgers president Robert Clothier compared anti-Nazis to Puritan witch-hunters; a German teacher under Prof. Hauptmann spoke glowingly of the new Germany and compared Hitler to President Franklin Roosevelt.

Prof. Bergel, a small man with white hair, translucently rosy cheeks and a scholarly precision of speech tinged with gentle humor, shows no trace of rancor. He feels that he personally needs no vindication; indeed, his academic career, filled with honors and achievement, speaks for itself.

"I left Germany because I could not live in that atmosphere of mystical nationalism," he told me in an interview in his little rural house. "When I arrived in Rutgers, eager to discuss literature with my colleagues, I was flabbergasted to find no one else with graduate training in German, and a determinedly anti-intellectual atmosphere. Hauptmann demanded that I spend time at the beginning of each class denouncing the New York Times 'lies' about Hitler."

For Prof. Bergel, there can be only one reason to re-open closed files. "Teaching is a very important profession and must be kept free of external influences from the right or left."

Mr. Silver, the cheerfully determined crusader who spurred the Rutgers review of the case, explains his dedication this way: "The battle for decency never ends."

But sometimes there are small victories in the longer war. Rutgers University now has a chance to do the decent thing, apologize to Prof. Bergel, and lay to rest the accusing ghost of a past injustice.

Reprinted from THE GLOBE AND MAIL.

Une affaire survenue il y a 50 ans à Rutgers, une université américaine importante, et qui a porté un dur coup à la liberté universitaire, a refait surface cet automne.

En 1935, Lienhard Berger, un jeune professeur de langue et de littérature allemande au New Jersey College for Women, un établissement rattaché à l'Université Rutgers, fut congédié sous prétexte d'incompétence. Friedrich Hauptmann, directeur du département d'allemand et responsable du congédiement du professeur Bergel, était également un immigrant allemand. Autoritaire et nazi déclaré, M. Hauptmann s'était vanté ouvertement d'être le propagantiste de Joseph Goebbels au New Jersey.

M. Bergel soutint qu'il avait été congédié parce qu'il était le seul anti-nazi du département. A la suite d'une pétition signée par 400 étudiants à la défense de Bergel, l'administration de l'université accepta à contre-coeur de tenir des audiences publiques afin de faire la vérité sur l'affaire. Les audiences exonérèrent M. Hauptmann de tout préjugé politique et le licenciement de Bergel fut maintenu.

Cette année, Alan Silver, un homme d'affaires de 71 ans du New Jersey et un ancien étudiant de l'Université Rutgers, mène seul une campagne pour que l'enquête soit reprise et pour que justice soit rendue au professeur Bergel. Cette initiative a eu pour conséquence de soumettre les détails de l'affaire et la réputation de l'université à un examen minutieux avec un regard neuf.

Y PENSER, C'EST PAS ASSEZ -FAITES-LE!
participaction

National Universities Week

A reception to celebrate National Universities Week held on Parliament Hill in October and sponsored by the CAUT and the AUCC brought together professors, university presidents, and politicians.

Em. & Imm. Minister Flora MacDonald chats with CAUT Pres. E. Anderson (C) and U. of A. Pres. M. Horowitz (R).

Sec. of State Benoit Bouchard (CL) greets CAUT Vice-Pres. A. Sharp (R) as CAUT's Ex. Sec. D. Savage (L) looks on.

L-R: M.P. Michael Cassidy, Bill Belanger, Neils Jenson

Sylvia Gold (L) chats with M.P. Monique Landry (C)

M.P. Howard McCurdy (C) — a former CAUT President — with Al Sharp (R)

L'ACPU: la permanence à l'université et son but

Le rapport suivant a été préparé par le comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU.

Le bien commun de la société dépend de la quête de connaissances et de leur libre diffusion. La liberté universitaire est essentielle à l'enseignement, vocation des universités, et à la recherche. L'une des mesures fondamentales qui protègent la liberté universitaire est la permanence de l'emploi.

Qu'est-ce que la permanence de l'emploi?

La permanence est une catégorie de nomination permanente accordée à un professeur après qu'il a réussi son stage probatoire. Le terme "permanence" sous-entend que l'emploi peut prendre fin seulement pour des raisons pertinentes, notamment l'incompétence ou un manquement continu au devoir, au moyen de procédures équitables.

Par conséquent, une nomination permanente n'assure pas la sécurité d'emploi absolue. Elle garantit seulement qu'un professeur sera congédié pour des raisons justes et valables déterminées par un tribunal indépendant et constitué selon les normes.

Est-ce que d'autres groupes d'employés jouissent de la permanence?

Les employés de la fonction publique, des secteurs commerciaux et industriels sont souvent protégés par une convention collective qui prévient les congédiements arbitraires.

Pourquoi les membres du personnel universitaire doivent-ils avoir droit à la permanence de l'emploi?

La liberté universitaire et la permanence de l'emploi existent "(...)afin de permettre à la société de profiter d'un jugement honnête et de la libre critique, qui pourraient être tus par crainte d'offenser un groupe social dominant ou une attitude sociale passagère." Il incombe à l'université, selon le professeur F.J. Underhill, "(...)d'élargir le champ des connaissances, d'accroître la compréhension de la nature et de la société et de poser sans cesse des questions, bien souvent très embarrassantes, sur les croyances établies et la sagesse traditionnelle." La liberté universitaire, toutefois, n'est pas absolue, pas plus que ne l'est la liberté civile dans une démocratie. Il faut la mettre en pratique avec responsabilité.

Est-ce que la permanence signifie uniquement la "sécurité d'emploi?"

Le but principal de la permanence est relié à la vocation particulière de l'université, soit la quête de la vérité, de nouvelles connaissances et la compréhension critique, ainsi qu'au besoin suprême de protéger la liberté universitaire. Il est admis, cependant, que la permanence procure une certaine sécurité d'emploi. Le personnel universitaire, en raison d'une formation longue, difficile et spécialisée, est particulièrement vulnérable aux caprices de l'économie et du marché. Il lui faut donc une protection raisonnable.

Est-ce que la permanence protège les incompétents?

Grâce à la permanence, les professeurs ne peuvent perdre leur emploi que s'il est décidé, à la suite d'audiences indépendantes (l'arbitrage), qu'un congédiement est approprié. On ne peut blâmer le système d'octroi de la permanence si les critères de licenciement ne sont pas adoptés lorsque le besoin se fait sentir. La faute revient aux universités en cause. De fait, les universités canadiennes congédient les professeurs qui ne remplissent pas leurs tâches de façon satisfaisante.

Par le passé, la liberté universitaire au Canada a-t-elle été menacée?

Par le passé, la liberté universitaire a été menacée par des bureaux de gouverneurs vindicatifs, des recteurs craintifs et des politiciens. Ces personnes peuvent encore être des sources de menace ainsi que les gouvernements, les media, les groupes de pression et même des collègues. La sécurité d'emploi que procure la permanence protège les professeurs des menaces de congédiement arbitraire et encourage, par le fait même, la critique et la recherche indépendantes et honnêtes.

La permanence s'obtient-elle d'office?

La majorité des professeurs et des bibliothécaires obtient la permanence après un stage probatoire de cinq ans au maximum. A la fin de cette période, la permanence n'est accordée qu'après une évaluation rigoureuse du rendement des personnes intéressées effectuée par des collègues. La permanence n'est donc jamais accordée d'office.

Est-ce que les membres permanents du personnel universitaire font l'objet d'évaluation?

Les membres permanents font régulièrement l'objet d'une évaluation rigoureuse et ce, à différentes occasions, notamment pour être promus ou pour recevoir des augmentations de traitement au mérite. En règle générale, leur rendement en classe est évalué par les étudiants et leurs travaux de recherche, par des collègues de leur université ou venant de l'extérieur quand ils font une demande de bourses de recherche ou d'aide à la publication de leurs travaux.

Est-ce que la permanence exerce de la discrimination envers les femmes et les groupes minoritaires?

Il ne fait pas de doute que les femmes et les membres des groupes minoritaires sont moins bien représentés dans la hiérarchie du personnel universitaire permanent. Le système d'octroi de la permanence n'exerce pas de discrimination envers les femmes et les minorités. La faute revient à la société qui a inventé des moyens subtils pour réduire les possibilités des femmes d'accéder à une carrière universitaire. L'élimination de la discrimination envers ces groupes ne se fera pas en modifiant le système d'octroi de la permanence mais en offrant un encouragement égal aux femmes et aux groupes minoritaires pour qu'ils embrassent des carrières dans toutes les disciplines universitaires et en s'assurant qu'on leur accorde des chances d'emploi égales.

Est-ce que la négociation collective par les associations de professeurs d'université rend la permanence inutile?

Non. La négociation collective par les syndicats de professeurs garantit seulement que les décisions prises à la suite d'un recours, en ce qui concerne les nominations, ont force exécutoire en vertu des lois provinciales sur les relations de travail.

On tenured appointments and their purpose

The following report was prepared by the Academic Freedom and Tenure Committee of the Canadian Association of University Teachers.

The common good of society depends upon the search for knowledge and its free exposition. Academic freedom in universities is essential in the teaching function of the university and in scholarship and research. One of the fundamental protections for academic freedom is the institution of tenure.

What is tenure?

Tenure is the category of continuing, permanent appointment held by a member of the academic staff following successful completion of a probationary period. The word "tenure" implies that the appointment can be terminated only for appropriate reasons, such as incompetence or persistent neglect, by procedures which ensure fairness.

Thus a tenured appointment does not provide absolute job security. It ensures only that a member of the academic staff will be dismissed for good and sufficient reason established before a properly constituted and independent tribunal.

Do other employee groups have tenure?

Public sector, commercial and industrial groups are now often covered by collective agreements which prevent the arbitrary termination of employment.

Why should members of the academic staff have tenure?

Academic freedom and tenure exist "...in order that society will have the benefit of honest judgement and independent criticism which might be withheld because of fear of offending a dominant social group or transient social attitude." The responsibility of the university is, in the words of Professor F.J. Underhill, "...to seek new knowledge and new understanding about nature and society, and to keep asking questions, often very embarrassing ones, about established beliefs and conventional wisdom." Academic freedom is not, however, absolute any more than the freedom enjoyed by all citizens in a democracy is absolute. It must be exercised with responsibility.

Is tenure simply "job security?"

The primary purpose of tenure is related to the special function of the university — the search for truth, for new knowledge, and for critical understanding — and to the paramount need to protect academic freedom. It recognizes, however, that tenure provides a degree of job security. Academic staff, because of long, difficult and specialized training, are especially vulnerable to the whims of the economy and of the market-place and should have reasonable protection from those whims.

Does tenure protect incompetent staff members?

Tenure is designed to ensure that faculty members lose their jobs only when it has been decided by an independent hearing process (an arbitration) that dismissal is appropriate. The tenure system cannot be blamed if dismissal procedures are not implemented when there is need to do so. That is the fault of the particular universities in question. In fact, universities across Canada are dismissing faculty members who are not carrying out their responsibilities in a satisfactory manner.

Has academic freedom in Canada been threatened in the past?

Academic freedom has been threatened in the past by vindictive boards of governors, apprehensive university presidents, and political figures. Threats to academic freedom can still come from any of these sources, as well as from governments, the media, special interest groups, and even from colleagues. The security of contract provided by tenure protects faculty members from threats of arbitrary dismissal, thus promoting independent and honest scholarship and criticism.

Do academic staff members get tenure automatically?

Most faculty members and librarians secure tenure after a probationary period of up to five years. At the end of that period tenure is awarded only following a rigorous assessment of academic performance by peer evaluation. Thus tenure is by no means automatic.

Are tenured faculty members subject to any form of evaluation?

Tenured faculty members regularly undergo rigorous review in a variety of ways. They are reviewed for promotion in rank and for the award of merit salary increments. Commonly, their teaching performance is assessed by students and their scholarly activities are assessed by colleagues inside and outside their own universities when they apply for publication or research grants.

Does the tenure system in universities discriminate against women and members of minority groups?

It is undoubtedly true that women and members of minority groups are less well-represented in the ranks of tenured academic staff. It is not the tenure system which discriminates against women and minorities, but the subtle means which society has devised to reduce the opportunity for women to have academic careers. Discrimination against such groups will be eliminated not by amending the tenure system but by ensuring that women and members of minorities are encouraged equally to undertake careers in all academic disciplines and are considered equally for appointment.

Has collective bargaining by university faculty associations made tenure unnecessary?

No. Collective bargaining by faculty unions merely ensures that due process in matters relating to academic appointments is legally enforceable under provincial labour legislation.

IN/PRINTS (Information was supplied by the publisher.)

FEMINISM NOW: THEORY AND PRACTICE, edited by Marilouise and Arthur Kroker, Pamela McCallum, and Mair Verthuy, New World Perspectives, 1985. Essays calling for a return to feminism as a universal politics. The book includes an interview with Susan Sontag, chapters on motherhood, pornography, radicalism and Virginia Woolf.

PEASANT, LORD, AND MERCHANT: Rural Society In Three Quebec Parishes 1740-1840, Allan Green, University of Toronto Press, 1985. A chronicle of the encounter of merchant capital with feudal peasantry in three parishes of the Lower Richelieu Valley: Sorel, St. Ours and St. Denis, where the fur barons, grain traders and local shopkeepers "...drew a profit from the feudal society they found in the Richelieu countryside and in certain respects they reinforced the existing exploitation and economic backwardness rather than challenging the dominion of the aristocrats". The author teaches at the University of Toronto.

Une entreprise familiale

Grâce à un modeste prêt de 50$ fourni par l'USC, Rokiya Hashruddin et son mari peuvent acheter du riz et l'apprêter pour le revendre au marché. Ils relèvent ainsi leur revenu annuel par 260$. Cela suffit pour pourvoir aux besoins et économiser. Cela suffit pour briser le cycle de la pauvreté.

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La puce à l'oreille

par Eric Devlin

"Si Pierre Marc Johnson était chef du Parti libéral, le choix serait beaucoup plus simple pour les Québécois". Cette boutade a été lancée par plusieurs chroniqueurs politiques pour décrire cette étrange campagne électorale où Robert Bourassa courtise les indépendantistes et Pierre Marc Johnson s'identifie au milieu des affaires.

Ce transfert d'identité entre les deux principales formations politiques du Québec se retrouve également dans les programmes. Ainsi en discutant avec André Fortier, attaché politique de Claude Ryan qui est le critique libéral en matière d'éducation, on a l'agréable impression de retourner aux belles années du tandem Camille Laurin-Gilbert Paquette où s'était établie une certaine vision cohérente du développement de l'enseignement universitaire, des sciences et de la technologie. Il faut dire que la rigueur intellectuelle de Claude Ryan l'empêche de faire campagne uniquement sur une image, ce qui est malheureusement le cas de la plupart des candidats, nonobstant les étiquettes politiques.

Le Parti libéral semble favoriser un retour à la structure qui avait été élaborée du temps de Camille Laurin et Gilbert Paquette, c'est à dire un ministère de l'Éducation et un secrétariat ou ministère d'état pour les sciences et les technologies.

Notre réflexion n'est pas encore terminée mais probablement que nous reviendrons à un secrétariat ou ministère d'État à la science et à la technologie. Ce type de structure est plus souple pour sensibiliser et inciter les différents ministères, l'industrie et les universités à accentuer leurs efforts de recherche," affirme André Fortier.

Camille Laurin, qui est retourné à la pratique de la psychiatrie, n'approuve pas la réforme apportée par son successeur et ancien collègue Yves Bérubé. "Quand nous étions responsables des sciences et des techniques, Gilbert Paquette et moi, nous nous sommes considérés comme des animateurs, comme le levain de la pâte. Un ministère d'État est une structure plus légère et politiquement plus neutre donc plus crédible pour intervenir auprès des autres ministères."

Pourquoi l'enseignement supérieur avec les sciences?

Comment Yves Bérubé avait-il justifié la création d'un ministère distinct pour l'enseignement supérieur, les sciences et la technologie? "Mon expérience en tant que ministre de l'Éducation m'a permis de constater que les modes d'intervention nécessaires aux secteurs collégial et universitaire étaient difficilement compatibles avec les exigences de temps que nécessitent les relations du ministre avec tous les interlocuteurs permanents du primaire et secondaire. Par ailleurs, les formations spécialisées que dispensent les collèges et les universités sont toutes marquées à un degré ou à un autre, par les bouleversements que vivent les sociétés dites postindustrielles: les nouvelles technologies, leurs applications industrielles, leurs répercussions sur nos conceptions philosophiques et morales, les transformations qu'elles suscitent dans notre mode de vie, sont autant d'éléments qui influent sur les choix que nous devons poser au niveau de l'enseignement supérieur. Il est donc opportun de favoriser un rapprochement qui facilite le transfert des connaissances entre les établissements d'enseignement et les entreprises et qui stimule la réflexion sur les multiples défis qu'entraînent ces transformations et les nouvelles façons de faire et de vivre."

Ce transfert des connaissances entre l'université et l'entreprise a été le leitmotiv des dernières années mais il y a plusieurs façons de l'établir. En jumelant science et technologie avec l'enseignement supérieur, le docteur Laurin craint que les deux en souffrent. "Je crains également que certaines valeurs universitaires soient sacrifier. Par exemple, dans le cas du SIDA, on voit des équipes se former soudainement et on exige une réponse immédiate, alors qu'elle ne peut venir que d'équipes clonant des gènes depuis dix ans. Je suis un partisan féroce de la recherche pure."

Concertation universitaire

Une des réalisations les plus marquantes du gouvernement sortant en matière d'enseignement universitaire aura été d'amener les universités à travailler ensemble, à penser en terme de réseau. Un résultat concret de cet effort est le Centre de recherche informatique de Montréal qui a été inauguré en grande pompe par le premier ministre Johnson pendant la campagne électorale. Ce centre est formé de représentants universitaires (les quatre universités montréalaises et l'École polytechnique), de même que par des représentants industriels.

Le Conseil des universités a également amorcé une évaluation des différents programmes qui devraient aboutir à une restructuration des tâches entre les universités de manière à créer des masses critiques d'étudiants et de professeurs dans certains départements trop petits pour l'instant.

Selon André Fortier, cette restructuration pourrait être imposée par un éventuel gouvernement libéral si les universités ne s'entendent pas sur un regroupement de certains programmes et ressources. Camille Laurin abonde dans le même sens: "Nous avons besoin d'une masse critique d'étudiants et de professeurs pour arriver à l'excellence. Le Québec n'a que six millions d'habitants; il ne peut pas tout se payer."

Financement universitaire

Un consensus règne sur la formule de financement des universités. Tous les intervenants reconnaissent qu'il faut tenir compte de la répartition de la population étudiante entre les départements car un étudiant en génie coûte plus cher qu'un étudiant en sociologie. Les coûts ne seront pas les mêmes entre un étudiant au premier cycle et un autre en maîtrise. La situation géographique de l'université est un autre facteur important. Malgré ce consensus, le financement des universités est toujours basé sur l'ancienne formule historique, sauf pour les clientèles additionnelles du virage technologique.

Pour le Parti libéral, le déficit d'opération des universités que ne reconnaissait pas Yves Bérubé, traduit le sous-financement des universités. Voilà pourquoi Claude Ryan s'est engagé à injecter 50 millions de dollars pour établir l'équilibre et ainsi instaurer la nouvelle formule de financement.

Le docteur Laurin, qui a dû appliquer les coupures budgétaires imposées par le Conseil du trésor, est aussi d'avis que de nouvelles ressources financières devraient être injectées dans le réseau. Néanmoins Camille Laurin considère son bilan comme positif. "J'ai quand même l'impression qu'on a fait un bon bout de chemin et je suis le premier à l'admettre que cela n'est pas suffisant."

La formation courte à l'université; un phénomène important et francophone

QUÉBEC — Les universités québécoises devancent largement les universités des autres provinces dans l'inscription au certificat. De plus, il s'avère que ce sont essentiellement les universités francophones qui ont vu augmenter leurs inscriptions au certificat au cours des dernières années. En 1982-1983, la répartition des clientèles se faisait comme suit: 81,3% dans les programmes de baccalauréat et 3,6% dans ceux du certificat pour les universités anglophones contre 62% au baccalauréat et 25,2% au certificat pour les universités francophones. La fréquentation des programmes courts apparaît nettement comme un phénomène québécois et francophone.

C'est ce qui ressort d'un rapport préparé à l'intention du Conseil des universités sur la formation courte créditée dans l'enseignement universitaire. Le comité chargé de préparer ce rapport avait précisément pour mandat d'analyser les nouvelles formes d'enseignement universitaire, en particulier les programmes courts et l'enseignement hors-campus, de déterminer les besoins auxquels ils veulent répondre et d'analyser leur impact sur le développement du réseau universitaire.

Les universités québécoises francophones présentent en fait un comportement nettement différent de celui des universités anglophones quant à la proportion d'inscrits à temps complet et à temps partiel. Cette proportion se situe autour de 68% / 32% pour l'ensemble du Canada alors qu'au Québec, elle est plutôt de l'ordre de 50% / 50%. Dans les universités québécoises, de 1978 à 1982, 92% des inscrits aux certificats sont à temps partiel contre seulement 38% dans les universités hors-Québec. En 1982-1983, 73% des inscrits aux certificats et diplômes dans l'ensemble du Canada se retrouvaient au Québec, et la presque totalité au Québec francophone (71%) ce qui équivaut à plus de 40 000 inscrits au Québec francophone pour 58 000 au Canada. Si la tendance se maintient, il y aura en 1989-1990 autant d'inscrits aux programmes de formation courte qu'au baccalauréat.

Durant la période de l'étude, c'est-à-dire 1978 à 1982, la clientèle universitaire a augmenté plus rapidement au Québec francophone (30%) qu'au Québec anglophone (5%) ou que dans le Canada hors-Québec (23%). Or, c'est précisément l'attrait des programmes courts comme le certificat et le diplôme qui aurait attiré plus de la moitié (55,5%) de cette nouvelle clientèle francophone. De la masse des nouveaux venus dans les universités canadiennes, 70% ont préféré le baccalauréat au Canada anglophone contre 20% seulement au Québec.

Parmi les universités francophones, ce sont l'Université du Québec et l'Université de Montréal qui inscrivent le plus d'étudiants à des programmes courts. Mais toutes les universités québécoises sont impliquées à des degrés divers dans le phénomène de la formation courte créditée. La majorité des étudiants sont des femmes (60%) dont le pic d'âge se situe entre 25 et 29 ans. Fait important, les moins de 25 ans, que l'on s'attendrait de trouver plutôt dans les programmes réguliers à temps complet, comptent pour 17% de la clientèle des certificats.

L'Université du Québec à Montréal

C'est le secteur de l'administration qui recrute le plus de clientèle pour un programme court (60%), suivi du secteur de l'éducation, des sciences appliquées comprenant l'informatique et des sciences humaines. Dans la majorité des programmes (75%), le contenu est substantiellement différent d'un programme correspondant de baccalauréat et ne permet donc pas l'intégration à une formation régulière de 1er cycle. De ce fait, on se trouve face à un système parallèle à l'intention des clientèles à temps partiel d'âge plus avancé que les clientèles régulières.

According to a recently-released report prepared for the Council of Universities in Quebec, Quebec universities have markedly larger numbers of students registered in shorter term certificate courses than do universities in other provinces. Moreover, the universities in Quebec which have seen a notable increase in such registrations over the past several years are primarily francophone. In 1982-83, the student breakdown at universities in Quebec was as follows: among anglophone universities, 81.3 percent of students were registered in bachelor degree programs and 3.6 percent were registered in certificate programs; among francophone universities, the proportion was 62 percent to 25.2 percent. The preponderance of registrants in shorter term programs at the certificate level appears therefore to be a phenomenon which is distinctly Québecois and francophone.

Omission

In the article "Memorial withdraws its invitation to host Learneds" on page 2 of the September issue of the *Bulletin*, we neglected to include the Society for Socialist Studies in the list of associations which had served notice that they would not attend the meetings at Memorial if the censure remained in place.

World Literacy Of Canada
692 Coxwell Avenue
Toronto, Ontario M4C 3B6

Department of French, UNB Fredericton
POSITION VACANT

Applications are invited for a probationary (tenure-track) appointment as Assistant Professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates must hold a doctorate with specialization in translation and comparative stylistics of French and English. Native or near-native command of French, with some experience in teaching French at the university level. Will be expected to conduct research and teach area of specialization at the graduate (MA) and undergraduate level as well as language improvement courses. Salary commensurate with experience (Range $27,986 — $39,766). Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. This appointment will take effect on July 1, 1986 with closing date for competition declared when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, and subject to budgetary approval.

UNIVERSITY OF NEW BRUNSWICK

Mount Saint Vincent University
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Mount Saint Vincent University invites applications for a full-time faculty position in the Department of Child Study commencing July 1, 1986.

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OR Responsibility as faculty in charge of Child Study Centre. This is an on campus full and part day program for children which serves as a training and research facility.

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Rank and Salary: in accordance with qualifications and experience.

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Send curriculum vitae with transcripts and the names of three referees to:

Dr. Susan Clark,
Dean of Human and
Professional Development,
Mount Saint Vincent University,
Halifax, Nova Scotia, B3M 2J6
Closing date for applications, March 15, 1986.

MOUNT ALLISON UNIVERSITY
seeks applications or nominations for the position of

REGISTRAR

to take office on July 1, 1986. The successful candidate will probably have a background in educational administration at the university level. Written applications or nominations containing the names of three referees, should be received before February 1, 1986, by:

John F. Read, Chairman
Registrar Search Committee
MOUNT ALLISON UNIVERSITY
Sackville, New Brunswick
E0A 3C0

Academic women

Moving toward a better situation?

By Peta Tancred-Sheriff
Sociology, McMaster
Chair, OCUFA Status of Women Committee

Reprinted from The Courier, *McMaster University.*

Sociology Professor Peta Tancred-Sheriff

It is now over 10 years since International Women's Year encouraged a flurry of studies of women's situation in Canadian universities which amply documented their disadvantaged position.

In effect, in the 1970s, academic women were few in number, concentrated in the lowest ranks and the most insecure types of positions, absent from certain fields and ghettoized in others, and paid less on average than their male colleagues. However, despite the apparent interest in the issue and the mass of data on the topic, little change has taken place over the past decade.

For example, as of 1983-84, only 16 per cent of full-time Ontario professors were women — a negligible increase from 14 per cent in the mid-1970s. Of these, nearly 60 per cent were still concentrated at or below the rank of assistant professor.

Full-time Ontario women faculty have become increasingly segregated with nearly three quarters of them ghettoized in the Social Sciences, Humanities and Health Sciences, including Nursing (the comparable figure for the mid-1970s was 70 per cent).

Again, as of 1983-84, 29 per cent of new full-time appointments were to women — up from 22 per cent in the mid-1970s but down slightly from the previous year — and women continued to be paid less, on average, in all ranks of the university community. Is it any surprise that women are discouraged and dismayed by the continuing inequity of their position?

It must be recognized that the decade since International Women's Year covers one of the most difficult financial periods for Ontario universities. The so-called "crisis" of the universities has prevented the continued expansion of faculty members which characterized the 1960s and, in some ways, women as latecomers to the system, have been doubly disadvantaged — by their gender, and also by the timing of the impetus for their entry to academia.

At the same time, one of the most striking developments of the past decade has been the expansion of the female student population; by the early 1980s, over half of the undergraduate degrees were awarded to women and the current estimate is that about one-third of graduate students are women, with the proportion attaining as much as 50 per cent in some disciplines.

Where will these women use their qualifications if universities move so slowly in increasing the proportion of women faculty! As Tom Symons and James Page point out in the most recent volume of their report on Canadian universities: "As institutions of higher learning (Universities) ought to set an example and to provide at least some measure of leadership to other institutions, both through their research on matters affecting women and by their treatment of women." *(To Know Ourselves,* Vol. 3, AUCC, 1984: p. 204).

In the hope of hastening social change within the universities, the Ontario Confederation of University Faculty Associations has recently set up a standing committee on the Status of Women. Our main priority is to encourage Ontario universities, through a set of guidelines, to implement employment equity for women academics and to effect significant change within the university system.

We are developing not only the guidelines which appear crucial to the process guiding the recruitment, tenure and promotion of women academics, but also suggestions of a choice of practical mechanisms whereby equity can be ensured. For example, many recruitment committees may be unaware that the specific phrasing of publicity can encourage or discourage female applicants. To ensure a wider range of women candidates, definitions of fields of specialization should be kept as open as possible.

In some instances, the use of workshops for women candidates or the advice of supervisors can be helpful in ensuring that women highlight their best qualifications on the employment market.

In addition to action on the part of particular universities, the OCUFA Committee is aware of certain government provisions which might facilitate the hiring of additional women faculty. For example, during the summer, Dennis Timbrell, then minister responsible for women's issues, announced the extension of employment equity incentive funding to the university sector. On this basis, up to $20,000 per university is available to Ontario universities "to develop and implement affirmative action programs for women employees."

Our Committee is concerned that attention should be directed to the full range of women employees. To this end, it will encourage the appointment on each campus of a suitably highly qualified person, possibly on a part-time basis, to look after the complex issues involved in the recruitment and promotion of women faculty as well as of female support staff.

In addition, we intend to approach the current minister responsible for women's issues concerning a centralized appointment of a Status of Women Officer who would provide the range of data and suggestions useful for those concerned with employment equity on individual campuses. In undertaking these initiatives, we are planning to coordinate with the CAUT Status of Women Committee and the newly-established Status of Women Committee of the Council of Ontario Universities, since, at both the national and provincial levels, considerable effort will be required to move the women's university situation towards equity.

We are also planning to undertake such research as may be required, for example, on the preferred method for studying salary anomalies or on the participation of women in university decision-making structures. But, our major effort initially must be to facilitate the presence of an increased proportion of women faculty members in Ontario universities.

As has been noted elsewhere, a society that does not fully utilize the talents and qualifications available to it is thereby diminished. The major change in the past decade of encouraging women into universities in vastly increased numbers must be accompanied by a willingness to put these qualifications to use *in* an appropriate manner. If universities were to take the lead among societal institutions, as a logical development to women's higher level of qualifications, perhaps we could witness the fullest use of such qualifications by the 1990s.

Peta Tancred-Sheriff, professeur de sociologie à l'Université McMaster, déclare que la situation désavantageuse des femmes universitaires n'a pas beaucoup changé au cours des dix années qui ont suivi l'Année internationale des femmes. Elles sont encore peu nombreuses, concentrées dans les rangs inférieurs et dans les postes les moins stables. Elles sont absentes de certaines disciplines et confinées à d'autres où elles sont moins payées, en moyenne, que leurs collègues masculins. Peta Tancred-Sheriff, présidente du comité du statut de la femme de l'OCUFA, brosse un tableau des moyens que ce nouveau comité entend prendre pour améliorer la condition des professeures de l'Ontario et, en particulier, pour augmenter leur nombre dans les universités de la province.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

A GUIDE TO LOCAL GOVERNMENT IN NOVA SCOTIA (2nd ed.), ed. by Kell Antoft, The Institute of Public Affairs, Dalhousie University, Halifax, 1984. A handbook designed for citizens interested in serving on municipal councils or school boards. Includes advice on how to get elected, the legal basis of local government, municipal procedures, taxation, and community planning. Produced with the assistance of the Union of Nova Scotia Municipalities.

CAUT Board of Directors report

The Board of Directors of the CAUT met in Ottawa on November 8-10.

Academic freedom and tenure issues

The CAUT Board reviewed a report and recommmendations from the Academic Freedom and Tenure Committee concerning due process in matters relating to faculty contracts at the University of Waterloo as revealed by grievance cases that have arisen from the lack of proper procedures. The Board asked the Committee to review whether or not the lack of due process procedures was sufficient in and of itself to warrant the censure of the University of Waterloo.

In the past few years, there have been three formal investigations by the Committee of alleged violations of academic freedom and due process — none of which have been satisfactorily resolved. There have also been inquiry reports: one, commissioned by the faculty association, was prepared by Prof. David Mullen of the Faculty of Law at Queen's and Dr. Donald Savage of CAUT; the other was generated under an agreement between the faculty association and the university administration and addressed the question of whether or not Waterloo should adopt a formal grievance procedure. The Board asked for a report on this matter for its February 1986 meeting so that it would be in a position to decide whether or not to make a recommendation on censure to the annual Council in May. Only the Council may impose censure and only on the recommendation of the Academic Freedom and Tenure Committee.

The Board also heard a report from the AF & T Committee that negotiations were about to commence with Memorial University concerning the possible lifting of censure by the CAUT. It was informed of Memorial's decision to withdraw its invitation to the Learned Societies to hold their annual meetings on its campus, as the consequence of the concern expressed by a significant number of the societies about the CAUT censure. The decision had caused a good deal of public attention within Newfoundland.

The Board was informed of the successful conclusion of negotiations between CAUT and President William Saywell of Simon Fraser University concerning the grievance of Prof. Robin Mathews, and of the similarly successful negotiations with the Social Science Federation of Canada which resulted in the reconsideration for publication of two manuscripts by Prof. Thomas Naylor of McGill University. The Board agreed to transmit to the Council a draft statement designed to deal with libel actions that arise from scholarly reviews. The statement will be published in the January issue of the *Bulletin.*

Collective Bargaining issues

The Board accepted a paper from the Collective Bargaining Committee on bargaining under wage restraint legislation, written by Prof. Norman Solomon of the University of Windsor. Copies of the paper are available from the CAUT office. The Board supported the campaign of the Federation of Engineering and Scientific Associations of Canada to gain access for all professional employees to rights and protections under provincial labour codes. It also offered support to the Canadian Labour Congress in its fight to maintain the Rand Formula.

Political issues

The Board discussed a great variety of political issues. It reviewed the sections of the Macdonald royal commission on universities, notably the recommendations for higher fees and the use of student vouchers, and it decided not to make any changes in current CAUT policy in this area. CAUT has made proposals to reform the transfer arrangements through incentive payments to the provinces and is thus opposed to the voucher proposal in the commission's report. CAUT's current position on student fees is that they should rise with the rate of inflation. However, the Board reviewed the first draft of a proposal from the Policy and Political Action Committee concerning student fees. It was agreed that details of various possible fee arrangements would be distributed to local associations for comment and suggestions and that the Board would consider its position at its February meeting.

The Board also reviewed the initial work of the PPAC subcommittee on quality and excellence in the universities and the joint AUCC/CAUT inquiry into early retirement arrangements in Canadian universities. The text of a letter to the Minister of Justice in regard to the censorship provisions of the Fraser Report on Pornography was approved, as was a report on the federal summer employment program for students.

It was agreed to participate in the setting up of a special faculty network with the Canadian branch of Amnesty International.

The Board reviewed the participation of the CAUT in National Universities Week, in particular the special supplement entitled *The University: Who Needs It?*, which has been widely distributed among local and provincial faculty associations and politicians at the provincial and federal levels. For instance, the Saskatchewan Association of Univeristy Teachers distributed the supplement to

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Le rapport du Bureau de direction

Le Bureau de direction de l'ACPU s'est réuni à Ottawa les 8-10 novembre.

Liberté universitaire et permanence de l'emploi

Le Bureau de direction a étudié un rapport et des propositions du Comité de la liberté universitaire et de la permanence de l'emploi concernant les voies de droit dans des matières relatives à des contrats de professeurs de l'Université de Waterloo et indiquées par des affaires de grief qui ont surgi faute d'une procédure appropriée. Le Bureau a demandé au Comité de voir si le manque d'une procédure légale suffisait pour frapper l'Université de Waterloo de la censure. Au cours des dernières années, le Comité a fait trois enquêtes formelles sur de présumées violations de la liberté universitaire et des voies légales et aucune n'a abouti à un règlement satisfaisant. Il y a eu aussi des rapports d'enquêtes: un rapport, commandé par l'association des professeurs, a été établi par le Pr David Mullen de la Faculté de droit de l'Université Queen's et M. Donald Savage de l'ACPU; l'autre, issu d'une entente entre l'association des professeurs et l'administration de l'Université, s'est penché sur la question de savoir si Waterloo devrait adopter une procédure formelle de règlement des griefs. Le Bureau a demandé au Comité d'établir un rapport sur la question pour sa réunion de février 1986 afin de pouvoir décider de formuler ou non une proposition relative à la censure à la réunion annuelle de mai du Conseil. Le Conseil peut seul imposer la censure et seulement sur l'avis du Comité.

Le Bureau a aussi entendu un rapport du Comité selon lequel des négociations étaient à la veille de commencer avec l'Université Memorial touchant la levée possible de la censure par l'ACPU. Le Bureau a été informé de la décision de Memorial de retirer son invitation aux Sociétés savantes à tenir leurs réunions annuelles chez elle par suite des inquiétudes exprimées par un nombre important de sociétés au sujet de la censure de l'ACPU. La décision avait fait beaucoup de bruit à Terre-Neuve. Le Bureau a été informé de la réussite des négociations intervenues entre l'ACPU et le président John Saywell de l'Université Simon Fraser au sujet du grief du Pr Robin Mathews ainsi qu'avec la Fédération des sciences sociales du Canada qui ont eu pour résultat de faire reconsidérer en vue de leur publication deux manuscrits du Pr Thomas Naylor de l'Université McGill. Le Bureau est convenu de communiquer au Conseil un projet de déclaration destinée à pourvoir aux procès en diffamation qui découlent de la critique d'ouvrages. La déclaration paraîtra dans le numéro de janvier du *Bulletin*.

Négociations collectives

Le Bureau a agréé un document sur les négociations menées sous le régime de la législation sur la restriction des salaires émanant du Comité des négociations collectives et rédigé par le Pr Norman Solomon de l'Université de Windsor. On peut obtenir le document du bureau de l'ACPU. Le Bureau a appuyé la campagne menée par la Fédération des associations d'ingénieurs et scientifiques du Canada afin d'assurer à tous les employés de profession libérale les droits et protections des codes du travail provinciaux. Le Bureau a aussi soutenu le Congrès du travail du Canada dans sa lutte en vue de maintenir la formule Rand.

Questions politiques

Le Bureau a discuté une foule de questions politiques. Il a examiné les sections du rapport de la Commission Macdonald sur les universités, notamment les propositions portant d'augmenter les frais de scolarité et d'utiliser des bons d'étudiant, et a décidé de n'apporter aucun changement à la politique de l'ACPU en la matière. L'ACPU a proposé de réformer les accords de transfert en versant aux provinces des paiements d'incitation et s'oppose donc aux bons du rapport. L'ACPU est actuellement d'avis, au sujet des frais de scolarité, qu'ils doivent augmenter au rythme de l'inflation. Le Bureau, cependant, a examiné la première version d'une proposition du Comité d'orientation et d'action politiques au sujet des frais de scolarité. Le Bureau est convenu que les détails de diverses possibles dispositions à cet égard seraient communiqués aux associations locales pour avis et suggestions et qu'il aviserait à sa position à sa réunion de février.

Le Bureau a aussi examiné les travaux initiaux du sous-comité de la qualité et de l'ex-

Voir BUREAU/8

DALHOUSIE UNIVERSITY

invites applications and nominations for the position of

DIRECTOR MARITIME SCHOOL OF SOCIAL WORK

The Maritime School of Social Work offers full accredited BSW and MSW degrees. As well as educating its graduates for social work practice, the School encourages their awareness of the region's distinct geographical, political, economic and social characteristics and problems.

As the School's chief administrative officer, the Director is responsible for overseeing its internal operations, providing leadership on matters of academic, research and administrative policy, and officially representing the School in the context of the Faculty of Health Professions (of which it is a part), the University, and the community at large.

Among the special responsibilities associated with the position, is the administration of a decentralized BSW programme and a MicMac BSW programme. This involves working closely with four other universities and colleges in the region and with government agencies and various associations.

The Directorship will be a tenure track appointment at, at least, an Associate Professorship level. The Director will be expected to engage in research activity and some teaching. A doctorate in Social Work — or in a related field — is preferred. Professional experience and demonstrated administrative ability are highly desirable.

Dalhousie University has a policy of affirmative action in hiring qualified women staff.

Nominations or applications, accompanied by a résumé, should be received by January 10, 1986, and should be sent to:

Prof. Elizabeth Frick
Chairperson, Search Committee,
Director of MSSW
c/o Office of the Dean
Faculty of Health Professions
Dalhousie University
1322 Robie Street
Helifax, N.S.
B3H 3J5

MOUNT SAINT VINCENT UNIVERSITY
Education Department

Mount Saint Vincent University, Department of Education is accepting applications for a full-time position in Educational Foundations commencing July 1, 1986.

Candidates should have interest and teaching experience in the Philosophy of Education and either the History of Education or the Sociology of Education.

Responsibilities include teaching B.Ed., Masters and in-service courses, thesis direction and some supervision of student teachers as well as pursuing an active program of research.

Qualifications: Ph.D. and teaching experience. Rank and salary will be in accordance with qualifications and experience.

In accordance with Canadian Immigration requirements, consideration in the first instance will be given to Canadian citizens and permanent residents.

Send curriculum vitae with transcripts and the names of three referees to:

Dr. Susan Clark
Dean of Human and
Professional Development,
Mount Saint Vincent University,
Halifax, Nova Scotta, B3M 2J6.

Canadian Professors for Peace in the Middle East Study Mission

Date: 2 weeks, approximate dates
May 18-June 2, 1986
Will Visit: The United Nations (New York)
Israel
Maximum delegation: 15
If interested write or call:
CPPME
491 Lawrence Avenue West #305
Toronto, Ontario M5M 1C7
Tel: 416-789-3495

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all members of the Saskatchewan legislature. CAUT did the same for the federal Parliament and other national bodies.

The Board reviewed the recommendations of the Crocker Report in regard to the operations of the Social Sciences and Humanities Research Council. It suggested to the Council that it adopt a number of procedural safeguards: (1) the use of two instead of one outside assessor; (2) the continuation of the practice of supplying candidates with assessors' reports in their entirety rather than in summary form as proposed; (3) the need for an appeal mechanism; (4) the need to ensure that the proposed released time arrangements are not based on the use of exploitive contractual arrangements for younger faculty; and (5) the need to make certain that, before universities receive funds to distribute themselves to faculty, they be required to set up reasonable local committee procedures. In addition, it was reported that the CAUT had received representations, particularly but not exclusively from historians, that the leave fellowships not be abolished as recommended. The Board agreed to recommend to SSHRCC that it retain flexibility by offering a mixture of sabbatical leave and released time arrangements.

The Board discussed the relation of Canadian universities to the situation in South Africa. It agreed to continue the work of CAUT in conjunction with Amnesty International in protesting the arrest of academics and students in South Africa. The Board agreed to send a protest to the government of South Africa over the violations of academic freedom outlined in a paper prepared for the Board by Professors Fred Wilson, Cranford Pratt, and Peter Carstens, all of the University of Toronto. It was agreed to authorize a mailing to all local associations for their opinion on the issue of divestment by universities of the shares of companies with investments in South Africa. The Board will be considering in February whether it wishes to make any policy recommendation. It also agreed to protest the arrest of the editor of the *Cape Times* for publishing an interview with Oliver Tambo, the exiled leader of the African National Congress.

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cellence dans les universités du COAP ainsi que l'enquête conjointe de l'AUCC et de l'ACPU sur les dispositions relatives à la préretraite qui existent dans les universités canadiennes. Le Bureau a approuvé le texte d'une lettre au ministre de la Justice concernant les dipositions relatives à la censure du Rapport Fraser sur la pornographie de même qu'un rapport sur le programme fédéral d'emploi d'été pour les étudiants.

Le Bureau est convenu de participer à l'établissement d'un réseau spécial de professeurs avec la section canadienne d'Amnistie Internationale.

Il a examiné la participation de l'ACPU à la Semaine nationale des universités, en particulier le supplément spécial *Qui a besoin de l'université?* qui a fait l'objet d'une large diffusion auprès des associations de professeurs locales et provinciales et des politiciens d'échelon provincial et fédéral. L'Association des professeurs d'université de la Saskatchewan, par exemple, a adressé le supplément à tous les membres de l'Assemblée législative de la province. L'ACPU a fait de même en ce qui concerne le Parlement fédéral et autres organismes nationaux.

Le Bureau a examiné les propositions du Rapport Crocker touchant les opérations du Conseil de recherches en sciences humaines du Canada. Il a proposé au Conseil d'adopter un certain nombre de sauvegardes de procédure: (1) utilisation de deux évaluateurs de l'extérieur au lieu d'un; (2) continuation de la remise aux candidats du rapport intégral des évaluateurs plutôt que sous une forme sommaire comme proposé; (3) nécessité d'un mécanisme d'appel; (4) nécessité de voir à ce que les dispositions proposées quant au temps de libération ne se fondent pas sur des dispositions contractuelles abusives dans le cas des jeunes professeurs; et (5) nécessité de faire que, avant qu'elles reçoivent des fonds à distribuer elles-mêmes aux professeurs, les universités soient tenues d'établir une procédure de comité local raisonnable. En outre, il a été dit que les historiens, en particulier mais non exclusivement, étaient intervenus auprès de l'ACPU pour que ne soient pas abolies les dispositions relatives aux bourses de congé comme cela est proposé. Le Bureau est convenu de proposer au C.R.S.H.C. de conserver de la souplesse en offrant un mélange de dispositions de congé sabbatique et de temps de libération.

Le Bureau a discuté la question des universités canadiennes et de la situation en Afrique du Sud. Il est convenu de continuer l'action menée par l'ACPU conjointement avec Amnistie Internationale en protestation contre l'arrestation de professeurs et d'étudiants en Afrique du Sud. Il est convenu d'adresser des protestations au gouvernement de l'Afrique du Sud touchant les violations de la liberté universitaire indiquées dans un document établi pour le Bureau par les Prs Fred Wilson, Cranford Pratt et Peter Carstens, tous de l'Université de Toronto. Il est convenu d'autoriser à écrire à toutes les associations locales pour savoir ce qu'elles pensent de l'idée que les universités se défassent des actions de sociétés ayant des investissements en Afrique du Sud. Le Bureau verra en février s'il veut formuler une proposition de principe. Il est aussi convenu de protester contre l'arrestation du rédacteur du *Cape Times* pour avoir publié une interview avec Oliver Tambo, le chef exilé du Congrès national africain.

Briefly...briefly...

Student exchange to Japan

LETHBRIDGE — Officials at The University of Lethbridge and Hokkaigakuen University in Sapporo, Japan have discussed a student exchange program which could begin as early as August, 1986. U of L President John Woods said work has started here on a detailed proposal which will be submitted for approval and funding. The proposal involves an exchange initially of about 15 students. The Japanese students would participate in the English as a second language program as well as Canadian cultural studies. Similarly, the U of L students would take Japanese as a second language as well as Japanese studies and cultural activities.

Dr. Woods said that the chairman of the Board of Trustees of Hokkaigakuen University, Masao Morimoto, has lent substantial support to the exchange between Hokkaigakuen faculty and students in exchange programs. The university has already added a wing for 60 exchange students to the residence at its Kitami campus, one hour's flight north of Sapporo. "Professor Morimoto is committed to the notion that from international understanding comes world peace," Dr. Woods said.

Country kids get cash for college

VICTORIA — Eighteen students from rural British Columbia have each received $1000 bursaries from a special fund organized by the faculty association to attend the University of Victoria. The new programme, financed through grants from individual faculty members, was set up to encourage students from rural areas to attend university. To be eligible, students must live at least 30 miles from Vancouver or Victoria, demonstrate financial need, and show academic merit. In 1983/84, 17 per cent of high school graduates from Victoria and Vancouver chose to attend university, compared to only seven per cent of students from rural high schools.

Bill Pfaffenberger, the former president of the faculty association, says attitudes towards education are just starting to change in rural areas and universities should encourage this trend.

The faculty association rural grants fund has raised $19,000 in donations from 75 faculty members. The board of governors has agreed to match funds raised dollar for dollar.

First Canadian educational database developed by York

TORONTO — With the advent of microcomputers in the classroom one of the challenges facing Canadian teachers is choosing from more than 8,000 educational software programs available on the market today. York University's Faculty of Education has made educators' jobs easier by developing the first Canadian database of information about educational software. Similar to a library card catalogue, the database is designed for primary and secondary school teachers who need to evaluate software programs for their curriculum. It is available to teachers, schools and institutions across the country at no charge. The database is being created by the Faculty of Education as one of its initiatives in a three-year cooperative agreement with IBM Canada Ltd., based on a $1.4 million equipment donation from IBM.

Canadian Educational first at University of Regina

REGINA — The University of Regina's Faculty of Education has a program to train teachers of students in grades five through nine. The Provincial Board of Teacher Education and Certification has just approved the program after three years of evaluation. This is the first time such a program is being offered in Canada. The 'middle years' child has been called a child in transition. The University of Regina's four year program, leading to a Bachelor of Education degree and full teacher certification, is intended to fill the void in teacher training. The 'middle years' teacher education program prepares teachers for one of the most difficult periods in student life: the years when children are making the transition from concrete to abstract learning. Teachers must cope with the wide variance in outlook and make-up of the adolescent.

Universities, businesses encourage closer ties

TORONTO — When it comes to scientific research and development, universities and corporations need each other, concludes a study by a high profile task force of company heads and university presidents. In a report commissioned by the Corporate-Higher Education Forum, the task force said their investigation convinced them "improved co-operation between universities and corporations represents a genuine and substantial opportunity for Canada to deploy its research and development resources more effectively — and that this opportunity should be exploited aggressively." According to figures in the study, in 1984 Canadian companies provided $49.1 million directly and indirectly to R & D projects at the country's universities. However, that was only 7.7 per cent of the external funds received by the institutions, well below what they got from the federal (64.9 per cent) and provincial (11.8 per cent) governments.

The report, called "Spending Smarter: Corporate-University Cooperation in Research and Development", identifies benefits that stronger ties would have for both parties. Universities, it says, would improve their research and educational abilities; corporations could tap a convenient and high-quality source of expertise, and improve the training of their future hirelings.

The seven-member task force is a committee of the Corporate-Higher Education Forum, organized two years ago to put university and corporate presidents in contact with each other. There are about 60 members, roughly split between university presidents and the heads of commercial giants like Bell Canada, Xerox Canada and Imperial Oil.

Simon Fraser tops Canadian MCAT

BURNABY — "I won't say I'm surprised. I think it just confirms what many of us already knew," says Glen Geen, Dean of SFU's Faculty of Science. Geen is discussing the most recent medical college admission test results, which show SFU leading all other Canadian universities on mean score totals for the multi-part exam. Scores for 42 Canadian universities were shown with results from University of Washington, University of Oregon, Stanford, UCLA, Princeton and Harvard for comparison. SFU's mean chemistry score of 9.7 led all other Canadian universities and bettered the scores given for Washington, Oregon and UCLA. Princeton rated 9.8, Stanford 10.4 and Harvard 11.1. In SCPR SFU topped all Canadian universities while in physics, only Royal Military College, of all Canadian universities, scored better. MCAT, a standardized test taken by all medical school aspirants, tests abilities in biology, chemistry, physics, reading and science and mathematical problem solving.

Export of prison project possible

BURNABY — Simon Fraser University may soon export its expertise in prison education to Britain and the United States. Dr. Stephen Duguid, director of SFU's prison education program, is currently negotiating with the British Home Office and several British universities to begin a three-year project in three English prisons. Initial cost is estimated at approximately $25,000. Similar discussions may also lead to SFU developing programs for penitentiaries in Scotland and three American states: Wisconsin, Arizona and Oregon.

Duguid says the ideal would be to have duplicate prison education programs operating in Britain, the U.S. and Canada. "We want to test the comparability," he explains. "Are the positive results we get here in B.C. an artifact or does the program have universal applicability?" The Simon Fraser prison program is considered unique because it stresses the liberal arts and humanities in its curriculum. The program also strives to create a campus atmosphere behind prison walls.

NetNorth opens up the West

EDMONTON — For the first time in Canada, post-secondary institutions across the country are connected by a computer communications network. The opening of NetNorth West in November at the University of Alberta completed the Canada-wide network. The University of Alberta was chosen as the coordinating centre for western Canada and it joins the Universities of New Brunswick and Guelph (the east and central coordinating bodies respectively). The University of Guelph also acts as the central administrator and links NetNorth to the BITNET network in the U.S. and with educational institutions throughout the world.

The NetNorth network allows people to exchange ideas through electronic mail and file transfer. Electronic mail is as fast as using a telephone but much less expensive. A short message can be sent to a colleague at another university almost anywhere in the world and her/his reply can appear in seconds. Using file transfer, longer works, including diagrams, pictures or teletext screens, can be sent.

IN/PRINTS (Information was supplied by the publisher.)

THE STRUCTURE OF THE CANADIAN CAPITALIST CLASS, edited by Robert J. Brym, Garamond Press, Toronto, 1985 (paperback). Eight essays based on papers presented at a conference in 1983 dealing with such topics as "Continental Nationalism: The Strategy of the Canadian Bourgeoisie" and "The Political Economy of Aborted Development".

SOCIAL CRISIS AND SCHOOLING, D.W. Livingstone, Garamond Press, Toronto, 1985 (paperback). Advances a Marxist theory of educational crises and change, including an examination of educational ideologies expressed by business and labour, and the relationships between social position and educational attainment. The author teaches at the Ontario Institute for Studies in Education.

THE EMERGING ENERGY SCIENCE: An Annotated Bibliography, edited by T.E. Bearden and Andrew Michrowski, published by The Planetary Association For Clean Energy, Inc., Ottawa, 1985. An extensive list of bibliographic references detailing the theory, rationale, research, experiments and devices of future energy science and technology. Includes informal annotations on most references.

E. Patrick McQuaid

South of the border

America has another literacy problem to cope with: students these days don't know where in the world they are.

What's worse, teachers ranging from pre-kindergarten to post-graduate school aren't 100 percent sure either.

The horror stories about "geographic illiteracy" come from every compass point, but results of a map-reading quiz circulated among grade school teachers and college instructors may best illustrate the scope of the problem.

Geographer James Kracht, with Texas A&M University at College Station, would not report each participant's score, but said results were evenly divided high and low. A "Map of Errors" developed by Southwest Texas State University geographer Dick Boehm, was presented to some 30 social studies specialists who were asked to jot down what was wrong.

According to the map, for example, Manitoba and Saskatchewan have been switched, the Rio Grande runs south from Kansas, emptying into the Gulf of Mexico at New Orleans, marked as the capital of Louisiana, and "Milwaukee" is starred as the capitol of Wisconsin. There are 31 errors in all.

"A couple of you are going to be nominated as honourary geographers and a couple of you are going to be asked to return to the 5th grade — and not as teachers," Kracht told participants, some of whom even "put in a few more mistakes".

A recent study by the Association of American Geographers, based in Washington, D.C., showed that more than 20 percent of 12-year-olds surveyed incorrectly identified Brazil on a world map as the United States. Kracht said that among 172 freshmen college students he surveyed, 67.4 percent had never studied geography in high school. More than half scored a marginally passing grade in a geography test he administered.

"Some students placed the Middle East in Central America. No wonder there's so much concern on college campuses today with those areas of the world," he said.

Despite the warnings, geography as a subject for college-bound secondary school students is getting a mixed reception from administrators throughout the nation. High school counsellors often urge students to take a course in world history rather than geography and some of the country's largest public school districts report having dropped geography entirely from the pre-collegiate curriculum. Several urban universities have plans to phase out geography as a major concentration as well.

Kracht said that, in those instances, geographers are attempting to integrate their discipline into other social studies, mainly through courses on history and political science.

Geographer Byron Augustin said most text books in the public schools and even in college do not adequately explain the subject. Flat maps don't adequately represent the world: "North" is always confused with "up", even by university professors, down USA-way. Terms such as "acre" are rarely explained adequately.

"Acre is a concept we hear all the time, but with only 4 percent of the country in the farming business, most people haven't the foggiest idea what an acre really is," he said. Augustin suggested that teachers could use a football field as a real-world illustration of the concept. "At the 89 yard line, you're just off a few inches from an acre. There isn't a kid in school or college who hasn't walked past the football field after classes."

Actually standing in a football field, a student could learn the meaning of population density, he said. The population-per-acre of some rural American community could be represented by one person standing in the stadium alone, while a field packed with people might geographically demonstrate population density in Hong Kong.

Beyond the issue of physical and political geography, there remains an ever-widening gap in America's understanding of other cultures, particularly those of nations immediately up and down its borders. Canadian studies is gaining ground in New England, thanks only to increasing economic dependency, but elsewhere it remains for the most part a frill. Every major study of American schooling has emphasized the need for increased foreign language instruction. Private industry learned this lesson the hard way when the Parker Pen Company discovered recently that a massive ad campaign in Mexico failed due to a translation error. Pens that prevent pregnancy don't go over well in a predominantly Catholic-speaking country!

Yet another commission will explore the problem, this time commandeered by former University of California President Clark Kerr. The 15-member panel will deliver its findings next May, underwritten by Global Perspectives in Education, the Exxon Education, Ford and Rockefeller Foundations. The group is comprised of the usual suspects — Ernest Boyer from Carnegie, Frank Newman from the Education Commission of the States and the heads of the major teacher associations.

During a social studies conference, yours truly won a dictionary for correctly identifying Colorado on an outline map of the United States. I opened my prize at random and found the word "paradox" in boldface.

Paradox, n. — any person or situation exhibiting an apparently contradictory nature.

I found a perfect example staring me in the face. While the President of the National Council on the Social Studies was busy telling Texas educators that the publishing industry is working diligently to control what they teach and how, sales representatives for two dozen textbook distributors — who picked up the tab for the conference luncheon — were here in the wings passing out sample books and teacher manuals, colorful brochures and new maps rendering Texas the centre of the universe.

As Texas — one of the single largest markets for textbook publishers in the country — continues to implement standardized curricula statewide, publishers are adding special sections relating to topics included in "the Texas Essential Elements", the subject matter now mandated by state law. A brochure for *Land of Promise*, a new two-volume history text from Scott, Foresman and Co., boasts "meets the Texas Essential Elements" on its cover. Inside, it continues "Essential Elements right in the book — listed at the beginning of each chapter!" And under a section marked "EXTRA HELP!", the publishers advertise "an enrichment and a reteaching suggestion for each Essential Element, provided in the Teacher's Edition notes, offer on-the-spot help for students with special needs."

Similarly, Houghton Mifflin's new two-volume *America — the Glorious Republic*, sports an "Essential Elements Checklist". A supplement to the catalogue from the George F. Cram Co. of Indianapolis, Indiana, lists more than 40 of the Texas Essential Elements for grades 1 through 6, alongside "suggested Cram Maps and Globes".

The National Association of State Boards of Education, in a government-funded study on textbook quality, concluded that, overall, "The content in subject matter textbooks of this generation is characteristically dense and superficial."

While the books "look wonderful", they are often poorly written and organized, the Association found. "The choppy, graceless writing and awkwardly constrained vocabulary in textbooks may explain the motivational problems that characterize students' reading in subject matter areas," the report said.

"Pages are covered with one-sentence concepts, the organization of which may elude all but the most talented students. Paragraphs are made up of lists of facts and dates and names. A thesis or theme to tie the facts together into a meaningful idea is often missing. A new term appears in every paragraph, carefully spelled out phonetically, but often never repeated," it said. "It is no surprise that content learning is a matter of painful drill in many classrooms and that the concepts needed for future learning do not develop."

The Association urged universities to provide preservice and inservice training for teachers on the issue of textbook development, marketing, selection and use; to reward and disseminate scholarly research on the textbook issue and encourage professional involvement in the textbook selection process; and to provide critical reviews and evaluations of textbooks for use by selection committees.

Similarly, the American Association for the Advancement of Science, a private membership group based in Washington, last summer published more than 100 evaluations of 35 major biology textbooks up for adoption throughout the country. The AAAS, publishers of the review journal *Science Books & Films*, called the evaluation process "the first major apolitical effort" to examine the quality of American biology textbooks.

The Association said that more than 65 percent of American high school students will take biology as their only secondary-level science course, with the bulk of what they learn coming out of a textbook.

Canada's foreign student policy

Editorial from The Citizen.

Among the compelling reasons to welcome foreign students to Canadian schools and universities, one stands out: a clear-eyed Canadian self-interest. A new report from the North-South Institute explains why, and warns against a rising "educational protectionism."

There is no doubt that the barriers to foreign students are multiplying. Since 1976, seven provinces (Ontario and Quebec included) have imposed extra fees on foreign students. The appreciating Canadian dollar has also made Canadian education costlier to foreigners. In September, moreover, the immigration authorities set higher financial requirements for students coming to Canada.

For these and other reasons, enrolment of foreign students has fallen by 7,000 since 1982, to 58,026 last year. Governments at all levels should work to reverse the trend.

It is not only a question of helping foreign students, or their countries — though those are worthy objectives. As the North-South report says, "foreign study is by no means a substitute" for improving education in poor countries. But "study abroad can be essential to many developing countries" — especially the poorest among them.

In fact, however, not all foreign students come from poor countries. Last year, the United States ranked second as a source nation, and Britain sixth. (Hong Kong placed first.)

The most persuasive and least understood argument for promoting foreign study in Canada is self-interest.

The report makes plain that foreign students are no financial drain on the economy. On the contrary, they contribute an estimated average of $10,000 each.

Nor do foreigners compete significantly for scarce access to higher education. They account for less than five per cent of university enrolment. In some cases, they sustain university programs that would otherwise close for lack of domestic demand — keeping more options open for Canadian students.

There are also non-financial gains from foreign enrolment. Good students make for good schools; by recruiting the ablest in the world, Canadian universities improve their own quality, and acquire a rich cosmopolitan liveliness.

Then there are the intangible but important benefits to long-term Canadian interests. Once back home, the Canadian experiences of teachers, bureaucrats, politicians, scientists or business people can pay off in trade and political relations. Reciprocity works too; by keeping Canada open to students, we help keep the world open to Canadians.

Far from raising obstacles, governments should be coordinating their policies and increasing their support to encourage foreign students — particularly from underdeveloped countries. Educational protectionism will hurt nobody more than it hurts ourselves.

McGILL UNIVERSITY
Department of Mining and Metallurgical Engineering

THE GEORGE BOYD WEBSTER PROFESSOR OF MINING ROBOTICS AND AUTOMATION

McGill University wishes to fill an endowed Chair in robotics and automation as applied to the mining industry.

The Webster Professor would be expected to develop a research school in various aspects of mine automation, i.e. the application of advanced automation technology to mineral excavation, ore breakage, transportation and minerals recovery. McGill places a high priority on the development of systems to improve productivity and safety in hard and soft rock mining, as well as undersea mining and mining in remote and hazardous environments.

Applicants may well have a mechanical, electrical, computing or industrial engineering background. They must have a Ph.D. and a strong research record in some aspect of automation science or technology, e.g. in intelligent machines, monitoring and communications, remote sensing or image processing. Experience in mining-related work, while desirable, is not essential, but a commitment to applications to the mining industry is necessary.

The Webster Professor will be expected to develop research projects in cooperation with McGill mining staff as well as with the McGill Research Centre for Intelligent Machines. The latter is an advanced interdisciplinary group established within the Faculty of Engineering to develop both theoretical and practical aspects of automation technology.

Salary: Open

Applications should be sent to:

Professor J.E. Gruzleski, Chairman
Department of Mining and Metallurgical Engineering
McGill University
3450 University St.
Montreal, Quebec H3A 2A7

In accordance with Canadian Immigration regulations this advertisement is primarily directed to Canadian citizens and permanent residents.

Négocions/ Bargaining

Robert Léger/CAUT

International Labour Organization Investigates Alberta

Following a complaint filed in 1983 by the Confederation of Alberta Faculty Associations (CAFA), Sir John Wood and members of the Committee on Freedom of Association of the International Labour Organization (ILO) visited Alberta during the summer to inquire into the powers of the Board of Governors to designate which employees are members of the academic staff for purposes of the Universities Act. CAFA alleged that the powers to designate, redesignate and refuse requests to designate members of the academic staff was a violation of the ILO Convention's Right to Freedom of Association. Canada is a signatory to the Convention. CAFA requested that such unilateral powers of the Board be removed from the Universities Act and that such matters be the subject of negotiation, culminating in binding arbitration if agreement cannot be reached between the parties. The Committee on Freedom of Association of the ILO will have brought forward a final decision in late November 1985. This report will eventually be filed with the federal government in the expectation that the government will request that Alberta amend its legislation to conform.

In Ontario

The Brock University Faculty Association (BUFA) and the Board of Trustees of Brock University have been discussing the possibility of a Special Plan. Positions have been exchanged and the main ones are as follows:

On the final resolution of grievances, BUFA wishes that a grievance be resolved by either an internal grievance panel or by outside arbitration (with two exceptions), at the choice of the aggrieved party. The Domestic Committee of the University responded that final resolution is not within the scope of the Agreement, but rather at the discretion of the President and the Board.

On the resolution of salary disputes, BUFA proposed that either party may request mediation and that if mediation fails, resolution is by outside arbitration. The Domestic Committee of the employer had no provision for mediation and no provision for arbitration. In their opinion, the Board is the sole authority in determining salaries and benefits.

There is no agreement on retirement; BUFA argues that retirement is not mandatory and the University Domestic Committee argues that retirement is mandatory at age 65.

BUFA also contends that the following are negotiable as articles in the Memorandum of Agreement and has draft articles respecting each: a) Financial Exigency, b) Redundancy, c) Dismissal for Cause, d) Working Environment and Safety, e) Leaves, f) Copyrights and Patents, g) Duties of Chairpersons, h) Procedures for Appointments, Promotions and Tenure, i) Conflict of Interest. The Domestic Committee of the University contends that these should not be part of the special plan per se.

As I reported in my previous column, the York University Faculty Association and the employer arrived at a settlement after a two-day strike. Furthermore, in a Memorandum of Understanding, the York Board of Governors agreed to terminate the present policy of normal retirement at the age of 65 and to introduce a flexible policy which would allow retirement either earlier or later than the "normal" retirement date. This policy became effective on the date of ratification of the collective agreement in November 1985. The parties agreed to establish a Joint Committee on Flexible Retirement to resolve issues expected to arise from the adoption of the new policy. Also included in the Memorandum was an agreement by the employer to reinstate three former members who had been forced to retire in 1984-85 and who had filed lawsuits or grievances against the decision.

The Carleton University Academic Staff Association (CUASA) is proceeding to arbitration on monetary issues. The non-monetary issues have been agreed upon, in particular a new clause on Employment Equity. This clause, probably a first in a Canadian university, is as follows:

The parties agree to the principle of employment equity for men and women at Carleton University. Consistent with that principle where there is under-representation of women or men in an academic unit:

(a) The employer shall include, as a minimum, a statement in all advertisements for bargaining unit positions that the University welcomes applications from qualified women as well as qualified men.

(b) The employer shall establish search procedures, which may vary among Faculties, but which shall require at least:

(i) consultation with informed women or men selected by the Dean from within the unit(s) or elsewhere in the University, for the purpose of identifying suitable prospective candidates, and

(ii) letters from the unit chairmen/directors/University Librarian to Canadian Universities inviting qualified female/male applicants where the employer determines that females/males are under-represented in the unit(s).

(c) The parties agree that the best available candidate should be hired, regardless of sex. However, where one gender is under-represented in the unit and the qualifications of a candidate of over-represented gender are not demonstrably superior to those of the best available candidate, then, all else being equal, the candidate of the under-represented gender should be offered the position.

In Quebec

The professors (mostly in engineering) of the Ecole de Technologie Supèrieure (Université du Québec) are still in conciliation. It is possible that their first contract will be imposed by arbitration. The main issues are teachers' evaluation and workload.

In a recent judgement, the Quebec Court of Appeal agreed with the position of the "chargés de cours" of the Université de Montréal. Seven years after their first try at certification, the chargés de cours or part-time teachers of the Université de Montréal will be able to negotiate their first collective agreement. By a majority decision, the Court of Appeal rejected a judgement by the Superior Court and confirmed the Labour Court (Tribunal du travail) decision to certify the "Syndicats des chargés de cours". The university was arguing that the certification vote did not protect the confidentiality of the voters and their freedom of expression.

At Memorial University

After a successful card signing campaign, the Memorial University of Newfoundland Faculty Association voted at a general meeting held on October 30th to apply for certification. An application for certification will be made by the end of 1985 and plans are being made to begin collective bargaining early in 1986.

New location for the Collective Bargaining Conference

The next CAUT Collective Bargaining Conference will be held at the Far Hills Inn in Val Morin, Quebec from June 16 to June 20, 1986.

The Collective Bargaining Committee

At its last meeting, the Committee recommended to the CAUT Board that CAUT support parliamentary employees in their fight for the right to full and free collective bargaining. The Board approved this recommendation.

At the same meeting, the CAUT Collective Bargaining Committee approved an information paper entitled "Collective Negotiations Under Wage Controls: Basic Factors to Consider". One of the authors of the original draft is Professor Norman Solomon, Past-President of the University of Windsor Faculty Association and a member of the Committee.

Note: The information on Alberta and the ILO was extracted from the *Newsletter* of The University of Calgary Faculty Association.

CANADIAN CANCER SOCIETY | SOCIÉTÉ CANADIENNE DU CANCER

EXECUTIVE DIRECTOR
MEDICAL AFFAIRS

The Director will play a creative and highly visible role in the Society by providing medical leadership in the National Office. The position requires a part time commitment, permitting the successful candidate to sustain ongoing research, academic, or clinical interests.

The Director will act as medical advisor in all planning and policy making initiatives of the Society and serve as the National Office's spokesperson on medical issues. A priority will be to develop and maintain strong educational programs for health professionals engaged in cancer control.

Candidates must have an M.D., and a comprehensive knowledge of cancer control. Experience in the care of cancer patients would be useful, as would a Research degree or Royal College certification in a cancer related specialty. Involvement in an academic environment would be of value. Positive interpersonal and communications skills are essential.

Please forward your resume in strictest confidence to David Rittenhouse c/o Woods Gordon, Management Consultants, P.O. Box 251, Toronto-Dominion Centre, Toronto, Ontario, M5K 1J7.

Woods Gordon
A MEMBER OF ARTHUR YOUNG INTERNATIONAL

NOTICEBOARD
Tableau d'annonces

The 15th Annual Workshop in Library Use Instruction will be held at John Abbott College, May 14-16, 1986 in Montreal, Quebec. Sessions will deal with library instruction connections to teachers, students and various support services and structures. There will be a variety of speakers to discuss different teaching techniques and learning styles. There will also be sessions on teaching copyright use, on using evaluations to develop or redevelop an instruction programme, and on user education for on-line catalogues. For further information, contact: Judith Stonehewer, Workshop Co-ordinator, Library, Snowdon Campus, Vanier College, 5160 Decarie Blvd., Montreal, Quebec, H3X 2H9.

* * *

Garland Library of Sociology Series: Manuscripts and proposals in sociology and related disciplines are solicited. This series is intended to provide a forum for the publication of a broad spectrum of significant theoretical, substantive, problem/policy-oriented works on issues of contemporary interest. The series welcomes a wide variety of types of sociology works from an international community of scholars. Manuscripts and proposals for consideration should be directed to the series editor: Professor Dan A. Chekki, University of Winnipeg, 515 Portage Avenue, Winnipeg R3B 2E9, CANADA.

* * *

Call for Papers/Invitation: Third Annual Congress of/Troisième Congrès annuel de the Canadian Association for Medical Anthropology/l'Association Canadienne pour l'anthropologie médicale, May 15-18/le 15-18 mai, 1986: Westin Hotel/University of Alberta, Edmonton, Alberta. Titles of Papers, Proposals for Sessions (1 1/2 hr. each), Brief Abstracts (100 words max.), and Audio-Visual needs should be sent before February 15th, 1986, to: Les responsables de sessions (1 1/2 hre.) et les participant(e)s individuel(le)s doivent envoyer le titre de leur session et/ou communication, abstraits briefs (de 100 mots) et leur exigences audio-visuelles avant le 15 février, 1986, à: Dr. Janice Morse, Faculty of Nursing, Clinical Sciences Bldg., University of Alberta, Edmonton, Alberta, T6G 2G3; 1-403-432-6250.

* * *

Film Canadiana 1983-1984, Canada's national filmography, has been published by the National Library of Canada, the National Film, Television and Sound Archives, the National Film Board of Canada and the Cinémathèque québécoise. This authoritative catalogue includes bibliographic data on over 2500 Canadian films produced in 1983 and 1984, a variety of useful indexes (subject, director, producer, production company, feature films, coproductions), and an indispensible directory of Canadian producers and distributors with up-to-date addresses and phone numbers for over 1500 film organizations. Film Canadiana is an essential reference source for all organizations and individuals concerned with Canadian film. Direct orders and payment ($20/catalogue, plus provincial sales tax, if applicable, payable to the Receiver General for Canada) to: Customer Services, National Film Board of Canada, P.O. Box 6100, Station A, Montreal, Quebec, H3C 3H5

* * *

Du nouveau à l'Institut canadien de recherches sur les femmes: Une nouvelle série d'essais ou articles d'actualité sur le vécu des femmes — *Feminist Perspectives Féministes*. Le premier numéro de la série s'intitule *Lament for a 'Patriarchy Lost'? — Anti-feminism, Anti-abortion and R.E.A.L. Women in Canada*, par Karen Dubinsky de l'University Carleton. Le prix est de 2,75$ plus 0,75$ pour les frais de poste. Pour plus de renseignements, pour commander des exemplaires ou pour soumettre des textes (les textes peuvent être en français ou en anglais), contacter l'ICREF, 151 rue Slater, pièce 408, Ottawa, Ontario, K1P 5H3; (613) 563-0681. Aussi, un abonnement à la nouvelle série de *Périodiques pour femmes canadiennes: Mots-clés en contexte* — un répertoire informatisé d'articles publiés dans les revues féministes ou spécialisées. Cet outil indispensable à celles et ceux qui ont besoin de références rapides aux périodiques pour les femmes est disponible au prix de 20,00$/membres et 35,00$/non-membres, pour trois numéros se portant sur la période de mai '85 à mai '86. Un numéro cumulatif regroupant les répertoires de mai '84 à mai '85 est aussi disponible au même prix. Pour plus de renseignements contacter l'ICREF à l'adresse si-dessus.

* * *

New from the Canadian Research Institute for the Advancement of Women: an exciting new series of topical, provocative French or English papers and essays exploring many aspects of women's experience and concerns: *Feminist Perspectives Féministes*. The first issue is *Lament for a 'Patriarchy Lost'? — Anti-feminism, Anti-abortion and R.E.A.L. Women in Canada*, by Karen Dubinsky of Carleton University. Price: $2.75 + $0.75 postage. To order copies, for more information or to submit papers for possible publication contact CRIAW, 151 Slater, Suite 408, Ottawa, Ontario, K1P 5H3; (613) 563-0681. Also available from CRIAW, subscriptions to the new series of *Canadian Women's Periodicals: Title Word Index* (formerly KWIC Index) — a computerized index that lists articles from feminist periodicals plus items about women published in other journals. An indispensable research tool for all who need quick and early referencing to women's periodicals, it is available for $20.00 to members, $35.00 to non-members for three issues covering the period May '85 to May '86. A cumulative issue covering the period May '84 to May '85 is also available at the same price. For order information contact CRIAW at the above address.

* * *

Canadian Perspectives on Health Promotion and Aging: This two-day inaugural conference sponsored by the Gerontology Division of the Canadian Public Health Association will provide the first nation-wide opportunity to share current aspects and new advances in research, public policy, care-provider services and community-based promotion. The conference will be held at The Royal Connaught Hotel in Hamilton, Ontario, May 1-2, 1986, where members of the World Health Organization (WHO) Expert Committee on the Effectiveness of Health Promotion for the Elderly will report their recommendations to the CPHA conference. Panel discussions will encourage audience participation in sharing experiences and opinions. For further information, contact Ms. Karen Hall, Canadian Public Health Association, 1335 Carling Ave., Suite 210, Ottawa Ont., K1Z 8N8 (613) 725-3769.

* * *

Communications and Relationships in Family Health: This two-day national conference is sponsored by the Family Health Division of the Canadian Public Health Association and will present a multidisciplinary approach to communications and relationships — two essential components in the well-being of the family unit. It will provide an opportunity for nurses, social workers, physicians, clergy, educators, counsellors and other interested persons to hear experts in the field and to share their own insights and experiences. The conference is being held 4-5 March, 1986 at the Hotel Newfoundland in St. John's Newfoundland. For more information, contact Ms. Karen Hall, Canadian Public Health Association, 1335 Carling Ave., Suite 210, Ottawa Ont. K1Z 8N8 (613) 725-3769

* * *

Announcement: First Canadian Symposium on the Organic Dementias, June 24, 1986. Original papers on both clinical and basic investigations of Alzheimer's Disease and related dementias will be presented by researchers from Canada, the United States, and Great Britain. This satellite Conference immediately precedes the annual Canadian Congress of Neurological Sciences, also being held in London, Ontario, June 25-28. For further information and registration, contact: Dr. M.J. Ball, Department of Pathology, University of Western Ontario, London, Ontario, N6A 5C1 Canada; Telephone: (519) 663-3384

IN/PRINTS (Information was supplied by the publisher.)

CONQUEST AND SURVIVAL IN COLONIAL GUATEMALA: A Historical Geography Of The Cuchumatan Highlands, 1500-1821, W. George Lovell, McGill-Queen's University Press, 1985. Portrays a remote area of the Guatemalan highlands from late pre-Hispanic times until the end of Spanish colonial rule. "...for the majority of families the land itself remains the focus of human activity. For these people, everyday existence is rooted in an attachment to the seasonal rhythm of the Cuchumatan agricultural cycle." The author teachers at Queen's University.

B.C. poll shows province-wide support for universities

by Michelle Morissette
Bulletin Correspondent

Almost 80 per cent of British Columbians disagree with the B.C. government's reduction of university funding over the past several years, according to a province-wide opinion poll released recently.

And, almost half of those polled say they would pay higher taxes to provide more money to B.C.'s three universities.

"It's a very encouraging statement and it couldn't have come at a better time (because the government is currently preparing its next budget)," said David Strangway, the University of British Columbia's newly appointed president.

"I hope somebody is listening because the message is getting through loud and clear."

The poll also showed that a sizeable majority (over 66 per cent) of those polled who said they had voted Social Credit in 1983 disagreed with government cuts in university funding.

It further showed that a majority of all those polled feel the quality of education at B.C.'s universities is being affected by cutbacks, that any resident who is qualified should be able to attend, regardless of family income, and that more students should be admitted and more programs offered.

The poll, which was commissioned by the Confederation of Faculty Associations of B.C. (CUFA), supports the findings of a previous CUFA poll conducted in the Lower Mainland in July, only with even more positive results.

The July poll showed that more than 70 per cent of the 506 people polled disagreed with university funding cuts, felt that a university education was important, supported universal aceessibility regardless of income, and wanted more programs.

Where the polls differed, said CUFA President Ehor Boyanowsky, is that, with the public support for universities evident in the first poll, "we decided to ask the risky question: would you pay the bill?"

The poll found that 49.2 per cent of respondents were willing to pay higher taxes to increase the provincial funding of universities, although respondents who had voted Socred in 1983 were less willing than those who had voted for the NDP or other parties.

"When combined with the results of the first poll, there is no question that the public is saying enough is enough," said Prof. Boyanowsky.

"The provincial government has attempted to justify its devastation of our university system by claiming that the public supports its funding policies, that the public is not willing to pay for more university programs or greater access to universities.

"Well that's simply not true. Contrary to what the government believes, the public believes that cutbacks are threatening the quality of education and they're willing to pay to have it restored."

Conducted by Campbell and Farrell Associates of Vancouver, the poll interviewed 512 people over 19 years or older who had lived in B.C. for a year or more. Poll results are held to be accurate within four percentage points, 19 times out of 20.

Universities Minister Pat McGeer had no comment on the results because he had not seen the poll and was not aware of how the questions were phrased, said Jane Burns, his executive assistant.

This, despite the fact that faculty association spokesmen insist that the minister was sent a copy of the poll.

George Morfitt, chairman of the Universities Council of B.C., who has studied both the results of the poll as well as its methodology, said he was impressed by the way CUFA went about conducting it.

"It was a very thorough and accurate job which used unbiased methods and was done by a dispassionate and independent group of pollsters," he said.

"As such it provides backup information and assistance to the universities in putting forth their case for more funding."

"The government may be looking for signs of support of education in the latter part of their mandate. In fact, there are signs they are attaching more importance to that area. This sort of thing certainly helps."

Howard Petch, president of the University of Victoria said he was pleased and reassured by the results.

"I didn't expect the support to be quite so strong," he said. "We've been told so often by government that the university is one area that could be cut without any outcry by the public and it is reassuring to know that, while people out there might not be speaking out, there is still support out there."

Both Drs. Petch and Strangway said they were "cautiously optimistic" that there would be an improvement in the provincial government's financial attitude towards universities in the next budget, partially because of poll results and partially because of the possibility of a spring election.

William Saywell, president of Simon Fraser University said a "university president can only be heartened by the results."

Dr. Saywell said that in his travels around the province he was surprised at the depth of feeling people had for universities.

Prof. Boyanowsky said the support was certainly reflected in the new poll which showed there were no marked differences in opinion between Lower Mainland residents and those of the rest of the province.

"The province tried to sell us doom and gloom and to some extent all of us believed it — no more."

To the question, "Over the past five years the B.C. government has reduced the amount of money it gives to universities by 23 per cent in constant dollars, allowing for inflation; do you agree or disagree with the provincial government decision to allocate less money to B.C. universities?," 78 per cent disagreed and 18 per cent agreed.

When asked what they thought about the current level of funding for universities, 64 per cent said they thought it wasn't enough, while 23 per cent thought it was about right. More than two thirds of previous Socred voters were among those who disagreed with the provincial cutbacks (29.1 per cent of respondents voted Socred in 1983, 26 per cent voted NDP, while most of the rest did not specify who they voted for).

In fact, the poll showed that a majority of respondents were very dissatisfied with the job the Social Credit government has done in general, with 69 per cent of respondents stating they thought the government has done a poor or very poor job.

When asked how they would vote if an election were held today, only 19.5 per cent of respondents said they would vote for the Socreds; 32.4 per cent said they would vote NDP, 10.2 per cent opted for the Liberals, 8.2 per cent chose the Conservatives and 28 per cent were undecided.

On educational issues, the poll showed that 69 per cent of respondents somewhat or strongly agreed that the quality of education at B.C. universities was being adversely affected by cutbacks, while 23 per cent disagreed.

More than 90 per cent of respondents said that any B.C. resident who was qualified should be able to attend a B.C. university, regardless of family income.

More than 72 per cent thought the number of programs at universities should be increased, while 69.5 per cent thought universities should increase the number of students allowed in.

Not surprisingly, a notable majority (60.7 per cent) of respondents said that universities should focus mainly on job training, while 35.2 per cent thought universities should educate people to be better able to evaluate social and political issues.

Meanwhile, some 53.3 per cent said the province should be investing more in universities for research and development, while 40.6 per cent said it should be investing more in industry.

Virtually all respondents (over 94.1 per cent) thought the province should support B.C. universities rather than hire from outside the province, while only 4.3 per cent opted for hiring from outside the province.

As well, more than 90 per cent said they wanted their children to attend university in B.C.

Unlike the first poll, no questions were asked about tenure since it was felt that attitudes to funding and accessibility and to university education in general was more important with regard to lobbying the government.

Further findings of the second poll indicate that, contrary to expectations, a considerable number of people have had dealings with universities or persons who have attended universities.

The poll showed that 45.3 per cent had taken or were taking a university class of some kind; 52.7 per cent had a former or current student working for them; 41.8 per cent personally knew a university faculty or staff member; and 84.8 per cent had a friend or spouse who had gone to a B.C. university.

"It just shows what an unreasonable arrogance and narrowness that exists within a univeristy community sometimes about the anointed versus the unwashed," said Gary Mauser, the architect of the poll and a professor of Business Administration at SFU.

"In fact, what it demonstrates is that the university is much more integrated than people figured. Adults are constantly taking courses at one time or another and as such the university has moved away from the elite, which is a healthy sign."

Dr. Strangway said that, at UBC alone, some 72,000 students register annually for continuing education courses, which are completely separate from general credit or extended credit courses.

CANAPRESS

Selon une enquête d'opinion publique pratiquée en Colombie-Britannique en octobre, presque 80% des résidents de la province n'approuvent pas le gouvernement provincial d'avoir réduit le financement des universités au cours des dernières années. Presque la moitié des enquêtés sont prêts à payer plus d'impôt pour assurer plus d'argent aux trois universités de la province. En outre, l'enquête menée dans toute la province et commandée par la Confédération des associations de professeurs d'université de la C.-B. a constaté qu'une majorité appréciable (plus de 66%) des enquêtés qui ont dit avoir voté Crédit social en 1983 n'approuvaient pas les réductions apportées par le gouvernement au financement des universités. Elle a aussi constaté qu'une majorité des enquêtés sont d'avis que la qualité de l'enseignement dans les universités de la C.-B. souffre des réductions, que tout résident apte devrait pouvoir aller à l'université indépendamment du revenu de sa famille et qu'il devrait s'admettre plus d'étudiants et s'offrir plus d'enseignements.

A clear message

Editorial reprinted from Vancouver's The Sun

In the time-honored tradition of independent, dispassionate academic research, the Confederation of University Faculty Associations of B.C. wasn't content when one public opinion poll showed strong public discontent with this province's cutbacks in money for higher education.

Any politician would be happy with a poll showing 67 per cent of the electorate favoring his or her position — that was the percentage supporting universities in a survey released last month. But the CUFA wanted the results confirmed. Now it has corroboration.

The results of the second poll, released this week (could the timing have anything to do with the Social Credit convention? Is tenure sacred?) show almost 80 per cent of those quizzed oppose Victoria's higher education policies.

That should send a clear message to the government that it is out of touch with the wishes of the B.C. electorate.

Two aspects of the polls buttress their credibility. First, two different research organizations canvassed about the same number of adult voters (just over 500 in each case) and got essentially the same results.

Second, while the first poll was taken in the Lower Mainland, the second used a province-wide sample. It is interesting to note that support for the universities was greater in the whole province.

For the students, faculty, and staff of the universities, and for those elsewhere who value the institutions, the best news to come from the latest poll, aside from confirmation of high support levels, is that almost half those asked would be willing to pay more in taxes to help the universities.

That finding comes out a day after another provincial government — the new Liberal regime in Ontario — announced in its budget that operating grants for universities and colleges would be increased four per cent. The budget added $700 million to Ontarians' tax bill. Some governments' priorities match their voters' wishes.

The results of the second poll leave no doubt that British Columbians know the worth of their universities and don't want to see them nickled and dimed into mediocrity. We hope the Social Credit party — ministers, MLAs, ordinary members, election strategists — takes that message to heart.

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SOUTH AFRICA...1

Mobil Corporation and Royal Dutch Petroleum Co., both of which supplied strategic materials to the armed forces. The *Wall Street Journal* reported at the time that the move resulted in the divestment of $1,200,000 worth of stock. In 1982, almost one third of the 100 companies in which McGill had investments operated in South Africa.

As a result of the recent divestment decision, McGill will dispose of about $45 million worth of holdings over the next few months.

Earlier in the fall, the governing council of another prominent Canadian university, the University of Toronto, tackled the divestment issue. At a September meeting of the council, U. of T. governors approved a motion ordering the university to establish procedures for divesting its holdings in Canadian companies and banks with investments in South Africa who fail to meet the federal government's guidelines on corporate conduct in South Africa or who fail to report adequately on their adherence to the guidelines.

The motion was an amended version of one put forward by a student representative which called for divestment and no further investment in companies and banks with investments in South Africa, with no provisos attached.

An impassioned debate prefaced the final vote and included speeches from non-voting members representing faculty and students, all of whom spoke in favour of the original motion. Speaking on behalf of the U. of T. faculty association, Prof. Fred Wilson reported that the Faculty Association Council, which represents the teaching staff and librarians of all faculties on all U. of T. campuses, had voted decisively (38 for, 1 against, 1 abstention) in favour of a resolution identical to the original motion before the council.

Critics of the final motion, which included most of the spectators in the packed council chamber, say it has no teeth and will be virtually ineffective. They say, however, that the issue is not dead at U. of T. and efforts to strengthen the university's stand on South Africa will continue.

As far back as 1976, universities in the United States have been divesting themselves of South African-related holdings as a means of protesting the actions of the white minority regime in that country. To date, some 60 institutions have taken measures in this direction, including Harvard (the value of its disinvestment in South Africa in 1981 totalled $50.9 million), Columbia, Rutgers and Yale. The total value of disinvestments among American universities now exceeds $5 billion US.

The *Bulletin* will be including a special feature on South Africa and the divestment issue in its January edition.

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AFRIQUE DU SUD. .1

l'avis de toutes les associations locales membres à ce sujet. A sa prochaine réunion, qui aura lieu en février, le Bureau de direction avisera à proposer ou non une politique à adopter par ACPU en la matière. L'Association prévoit que la question sera soulevée à la réunion annuelle du Conseil, en mai.

Outre la question principale précitée, le Bureau a autorisé que soit émise une protestation contre l'arrestation du rédacteur du journal sud-africain *The Cape Times* pour avoir publié une interview avec Oliver Tambo, le chef exilé du Congrès national africain. Il a aussi décidé de protester contre les actes de violation de la liberté universitaire du gouvernement de l'Afrique du Sud.

Entre-temps, en ce qui concerne les universités, McGill s'est mis en vedette en novembre quand son conseil d'administration a approuvé une énergique motion portant que l'université se défasse de toutes ses actions rattachées à l'Afrique du Sud. Après de longues délibérations, les membres du conseil ont adopté des résolutions du fait desquelles l'université va se défaire de tout son avoir dans des institutions financières qui n'ont pas décidé de cesser de consentir des prêts au gouvernement de l'Afrique du Sud ou à ses organismes et dans des sociétés directement ou indirectement contrôlées par des milieux sud-africains ou ayant des investissements en Afrique du Sud. Le conseil de McGill a aussi décidé que l'université ne ferait plus d'investissements dans ces institutions et sociétés tant qu'elles ne se seront pas défaites elles aussi de leur avoir. Le geste de McGill a été amorcé par les étudiants membres du conseil et a été approuvé presque à l'unanimité par le sénat de l'université.

Le McGill a commencé à se défaire de son avoir en 1982 quand il a vendu ses actions de la société Mobil et de la *Royal Dutch Petroleum Co.* qui fournissaient toutes deux des matières stratégiques aux forces armées. Selon le *Wall Street Journal* de l'époque, le geste a défait l'université de $1,200,000 d'actions. En 1982, presque le tiers des cent sociétés dont McGill avait des actions opéraient en Afrique du Sud.

À la suite de sa récente décision, McGill va se départir d'environ 45 millions de dollars d'actions au cours des prochains mois.

Plus tôt cet automne, le conseil d'administration d'une autre grande université canadienne, l'Université de Toronto, a agi. À une réunion de septembre, le conseil a approuvé une motion ordonnant à l'université d'adopter une procédure à suivre pour se défaire de ses actions de sociétés et de banques canadiennes ayant des investissements en Afrique du Sud qui ne suivent pas les règles du gouvernement fédéral touchant la conduite des sociétés en Afrique du Sud ou qui ne font pas bien savoir si elles s'y conforment.

La motion était une version amendée d'une autre motion présentée par un représentant des étudiants qui demandait que l'université se défasse de ses actions et cesse d'investir dans des sociétés et des banques qui ont des investissements en Afrique du Sud, et cela sans condition ni réserve.

Le vote final a été précédé d'un débat véhément où ont pris la parole des membres non votants qui représentaient les professeurs et les étudiants et qui ont tous parlé en faveur de la motion primitive. Parlant au nom de l'Association des professeurs, le Pr Fred Wilson a dit que le conseil de l'Association, qui représente le corps professoral et les bibliothécaires de toutes les facultés, s'était nettement prononcé (38 voix pour, 1 voix contre, 1 abstention) en faveur d'une résolution identique à la motion primitive dont le conseil était saisi.

Les personnes opposées à la motion finale, soit la majeure partie de l'assistance présente dans la salle remplie du conseil, disent que la motion n'est pas musclée et sera en pratique inefficace. À leur avis, cependant, la question n'est pas morte et enterrée à Toronto et des efforts vont continuer de s'exercer afin d'affermir la position de l'université sur l'Afrique du Sud.

Des universités américaines se défont depuis 1976 d'actions liées à l'Afrique du Sud afin de protester contre les gestes du régime minoritaire blanc du pays. Jusqu'ici, quelque 60 universités ont adopté des mesures dans ce sens, y compris Harvard (qui s'est départie de 50.9 millions de dollars d'actions sud-africaines en 1981), Columbia, Rutgers et Yale. La valeur totale des actions dont les universités américaines se sont défaites dépasse maintenant cinq milliards (monnaie américaine).

Le *Bulletin* présentera du spécial sur la question de l'Afrique du Sud et des investissements dans son numéro de janvier.

BREEN...1

books. I have found both of them of more than passing interest."

Prof. Breen said in an interview that he was both pleased and relieved at the outcome of the case.

"I'm pleased that the issue of copyright and substantiality have been established in precedent law and I hope that those who come after me will have a much easier time of it because of the resolution of this case," he said.

"The results of this case could have far reaching implications if it simply acts as a preventative — making both publishers and authors aware that they can't just use any material and call it their own."

"I certainly hope it will make publishers more aware that they have a responsibility to look at the sources of information in their manuscripts and that it won't do to hide behind contracts with authors."

Prof. Breen said there were many times during the eight year litigation period when he thought of giving up on the case because of the strain involved.

"There were several times when I wondered whether it was worthwhile to keep fighting. I began to resent the time, energy and travelling time involved," he said.

"But then I had first launched the suit as a matter of principle when I saw just how extensive the plagiarism was and I was determined that I would prove that academic works are not something that can just be ripped off."

"When I kept hearing of similar things happening to others, that led me to want to see it through, especially when I knew that many of those who were being plagiarized were young graduating masters' students who didn't have the resources to take it to the end."

"Still, I'm glad it's finally off my back. It's been a tremendous strain and I've lost quite a bit of research time working on this case."

Mr. Gould was equally happy to have the case finally resolved.

"It was such a relief to have the case over with after eight years of feeling that Damocles' sword was hanging over me," he said.

In the eight years it took to bring the case to court, Mr. Gould suffered three heart attacks, and he underwent open heart surgery five years ago.

Prof. Breen originally launched his suit after seeing a copy of Mr. Gould's book and noticing a tremendous sense of déjà vu.

"I was seeing entire pages and passages of material I knew extremely well. In fact, they were my own words as written in my thesis for the University of Alberta in 1973."

Mr. Gould, a former newspaperman who had written several popular history books aimed at the average reader for Hancock House, was informed of the material contained in Prof. Breen's thesis just as his manuscript for *Ranching* was due.

Pressed for time, he had portions of the thesis copied and delivered to him where he then made liberal use of the material.

Dans une affaire qui a établi un précédent, un juge de la Cour fédérale du Canada a décidé qu'une thèse universitaire bénéficie de la protection du droit d'auteur tout autant que "n'importe quel livre à succès". Dans une déclaration écrite récemment émise, le juge L. Marcel Joyal a décidé que l'écrivain de Vancouver Ed Gould avait "plagié" des parties de la thèse de doctorat du professeur d'histoire à l'U.C.-B. David Breen, The Canadian West and the Ranching Frontier *1875-1922, et violé ainsi la loi sur le droit d'auteur. M. Gould a utilisé mot pour mot une partie de la thèse du Pr Breen dans un livre d'histoire de vulgarisation intitulé* Ranching *et écrit pour* Hancock House Publishing Ltd. *en 1977. Le livre a été subséquemment publié et commercialisé. Le juge Joyal a ordonné à M. Gould et à* Hancock House *de payer les frais juridiques du Pr Breen et a ordonné que tous les autres exemplaires du livre délinquant lui soient remis. La décision a mis fin à huit ans de litige touchant la question de savoir si une thèse était protégée par le droit d'auteur et a établi un précédent pour les affaires futures.*

Mulroney snookers the premiers at first ministers' conference

by Donald C. Savage
CAUT Executive Secretary

Prime Minister Brian Mulroney appears to have secured almost everything he wanted at the First Ministers' meeting in Halifax. Perhaps even more than he wanted. Mr. Mulroney came with the intention of ensuring that there would be no retreat on Finance Minister Michael Wilson's unilateral decision to cut $6 billion from the transfer payments to the provinces between 1986 and 1990.

On the first day of the meeting, the Prime Minister refused to make any change in the federal position despite vigorous attacks by Premiers David Peterson of Ontario, Howard Pawley of Manitoba, Pierre Marc Johnson of Quebec, Richard Hatfield of N.B. and Brian Peckford of Newfoundland. Then, on the second day, he appeared to bend on the premiers' demand for a place at the bargaining table on free trade. The result was the quick disappearance from their rhetoric of their previous concern about transfer payments on health and postsecondary education. The matter was shuffled off to a meeting of the finance ministers later in December. It appeared that a deal had been struck.

But, from a provincial point of view, the most important matter on the table was, in fact, the $6 billion. Money is power. Ottawa is once again unilaterally changing the rules of the game. It can do this because the transfer payments are simply an act of the federal legislature, not a contract or a signed agreement. Premier Johnson, in one of the most constructive speeches of the conference, put his finger on this point. He suggested that there should be a real agreement in the future which could not be unilaterally changed. One hopes that the premiers will follow this up.

However, the Quebec Premier would have been more convincing if he had coupled his proposal with an agreement on the part of the premiers to increase their contributions to postsecondary education at the same rate as the federal government. The cynical arrangement in British Columbia, whereby the government cuts grants to the universities and pockets increases from the federal government, certainly undermined some of the credibility of the premiers' position, as the editors of the *Montreal Gazette* noted the next day. Such linkage was suggested some months ago by Dr. A.W. Johnson in a report to the federal Secretary of State, who regrettably seems to have washed his hands of all responsibility.

Mr. Mulroney, however, refused to give the premiers a cent on this front. He did not even give them the crumb he seemed prepared to give away before the meeting. The federal statements prior to the meeting all made clear that Ottawa would not negotiate on the sum, only on the date. The provinces, however, failed to secure any commitment on this point. The consequence will be that they will lose $560 million in 1986/87. Furthermore, Mr. Mulroney can pose to his business constituency as a stern defender of financial prudence and a ruthless cutter of the deficit.

As Hugh Winsor reported in the *Globe and Mail*, " 'We had two great days', one of the federal officials purred". Mr. Winsor observed that the performance helped dispel the notion that Mr. Mulroney loses his fibre when he runs into difficulties. "I listened...and I did act" said the Prime Minister. "I said, No." The federal government had planned this machismo to offset the damage created by the retreat on old-age pensions in June. No matter that the victims, as usual in federal/provincial encounters, will be neither the federal government nor the provinces but the universities and hospitals of the country.

Ontario's David Peterson was clearly the star of the opposition. Both he and Premier Pawley seemed well prepared. For his part, Premier Devine noted that the federal government had created a capital gains exemption in the last budget which would cost $600 million to the federal treasury in 1986/87 and about $240 million to the provinces. This does not have to be spent on industrial enterprise, nor does it have to be spent in Canada. It can be used to build condos in Arizona or to sell off the family silver in New York. In fact, the *Globe and Mail* opposed the move in its editorials when it was first announced. Mr. Devine called on the federal government to close the many tax loopholes which now exist. Why did not the premiers ask for a federal/provincial task force to follow up on such recommendations?

Many of the provincial delegations, other than Ontario, Quebec and Manitoba, seemed poorly prepared on the details of the debate. Manitoba produced statistics which most of the provinces used and which did not seem to cause the usual statistical acrimony. However, few of the premiers knew that the Prime Minister had made explicit promises on EPF during the 1984 election and none quoted those promises to him, although Richard Hatfield indicated that he was aware of them. Few were able to point to the attack of the federal Conservatives, when they were in opposition, on the Liberals when they made similar unilateral decisions between 1982 and 1984. Premier Pawley scarcely mentioned universities. Indeed, one of the premiers, in an interview prior to the conference, said that he would be happy if there was a federal increase — apparently oblivious to the fact that Ottawa had already promised an increase and the argument was over how much.

What did the provinces get back on free trade? The Prime Minister skillfully played on their vanity to let them think that they were securing an equal place with the federal government at the bargaining table. Politicians have a fatal attraction to the world stage. Premier Peterson said that there would be 11 partners in policy formation. But, of course, Mr. Mulroney neither promised nor intended to deliver on that. All he agreed was that the premiers would have a role and that it would be negotiated in the next three months. Ottawa had already indicated that they would have a role in areas of provincial competence. It could hardly do otherwise either politically or perhaps legally. But the autopact, for instance, is not within provincial jurisdiction.

As Bernard Descôteaux reported in *Le Devoir*, the Prime Minister "...entend exercer seul les compétences fédérales". He went on to describe the pact as an "...entente...toute décevante qu'elle soit pour les premiers ministres..."

At the last moment the Prime Minister introduced an element of ambiguity in all this which the provincial premiers hope to exploit. It is no doubt important for Canadian Confederation that Mr. Mulroney be prepared to be more flexible in his style and to recognize, for instance, that he could not abolish provincial liquor monopolies without the agreement of some of the provinces. But it seems a very thin reed indeed. And was it worth $6 billion?

One of the most successful of the federal ploys, from a media point of view, was the insistence in background briefing that since the federal government had provided $2 billion in tax breaks to the provinces through the modification of indexing, the provinces should not be too annoyed if Ottawa cut $2 billion from the transfer payments. What the federal government did in May was to remove the automatic indexing in the income tax act, causing most taxpayers to pay more to Ottawa and to the provinces.

However, if one is going to measure the winners and losers in the accounting game between Ottawa and the provinces, one must clearly look at a time line longer than one budget and an uncertain prediction into the future. One must survey the historical account over a reasonable period of time — presumably since 1977 when the current agreements came into force.

Between 1982 and 1984, for instance, the federal government made a massive and unilateral assault on the federal/provincial transfer system. It abolished the component known as the revenue guarantee and it imposed its 6 and 5 program on transfers for postsecondary education. The 6 and 5 program cost the provinces $390 million over two years. Unlike the changes by the Conservatives, this was a temporary phenomenon. However, the abolition of the revenue guarantee was permanent, and the cumulative effect to 1990/91 will involve $9.86 billion.

A true accounting would look at the totality of tax increases and decreases and at such matters as provincial allegations that Ottawa withdraws from programs it sets up and expects the provinces to pay for them. This was not, in fact, the approach of the federal government. It simply tried to suggest that one particular change in the federal tax system should be offset by changes in one particular federal/provincial program.

In any event, the provinces argued that this was a specific program with specific pledges from the federal government. It seems unlikely that the ordinary Canadian would get very far if he told his bank manager that his debts should be forgiven because the bank had made a rather good profit on its industrial accounts. He or she would be told that an agreement is an agreement.

Furthermore, not all the provinces will be winners. The federal tax changes overall are very complex. But it would appear, for instance, that New Brunswick will only do very slightly better than to break even over the next two years, losing $5 million in one year and gaining $6 million in another. It seems likely that all of the poorer provinces will not do particularly well out of these tax changes. If the cuts to the EPF transfers are then distributed on a general formula, these provinces will be especially hard hit, as Premier Peterson noted. Premier Peckford made a particularly eloquent statement on this matter, pointing out that it was grossly unfair to make cuts to Newfoundland when it already had the lowest tax base and poorest citizenry in Canada. There was some flicker of hope towards the end of the conference that Ottawa might listen to this argument.

The federal government kept insisting that it was offering an increase — just as the Liberals did when they were in power and were met with jeers from the Conservative opposition. No one seemed to notice, however, that the federal increase was likely to be around the rate of inflation — in other words, no real increase at all, despite all the brave rhetoric about increasing investment in research in which the universities play a vital part. Such research invariably costs more than the CPI because so much of the equipment, books and journals must be imported from the United States. Every time the Canadian dollar drops, the costs go up.

The universities and hospitals are likely to be the losers. It is true, of course, as Premier Peterson pointed out, that these are transfers to the general revenues of the provinces and that they are not legally earmarked. The financial problems caused should, in equity, be distributed over the entire provincial budget. But the temptation to cut the universities, in particular, and then to blame Ottawa will be very strong. It was rumoured at the conference that at least one province had privately urged cutting the universities at the finance ministers meeting in September, while opposing such cuts in the public meeting of the first ministers. Premier Bennett was already a long way down the path of targetting the cuts in his remarks to the conference.

By and large, the media treated the transfer issue as a quarrel between accountants. They did not look behind it to see what the results would be for Canada's universities, which have already felt the results of many years of restraint. One of the few that did was the *Ottawa Citizen* which seems to have found a new hero in Premier Bennett for his supposedly courageous cuts in social services and education. The *Globe and Mail* appeared to be agreeing with the federal government that its move was justified in order to cut the deficit. Will it now agree that the provinces should raise personal and business taxes by $6 billion in order to provide the services?

For, as Premier Hatfield pointed out — that was the real question. It was unthinkable, he said, that the 11 governments of Canada should cease to offer a good level of service in the areas of health and postsecondary education. The provinces could, of course, borrow in New York at extortionate rates of interest. Would that help the Canadian economy?

Much will now depend on the reaction of the federal government. Ottawa has routed the provinces on the transfer issue. It is now time for magnanimity and constructive policies. Ottawa should postpone any changes for one year so that they will take effect only in the new five-year arrangement. This would respect the spirit of the federal/provincial accords. Ottawa should propose special arrangements for the poorer provinces.

It should recognize that, for the first time, the provincial premiers are seriously willing to negotiate the issue of postsecondary education and health funding. It should use the period of one year's grace to seize on the proposition of Premier Johnson and to create a binding five-year contract between the federal government and the provinces. The provinces should propose as part of such a pact that they would increase their contributions to postsecondary education at the same rate as the federal government. Then perhaps one could say that the 11 governments actually considered the consequences for

See **MULRONEY/14**

Selon le Secrétaire général Donald Savage, le Premier ministre Brian Mulroney a semblé sortir vainqueur de la conférence des Premiers ministres tenue en novembre. Malgré les attaques vigoureuses des Premiers ministres provinciaux, la décision unilatérale du Ministre des Finances Michael Wilson de réduire de six milliards les paiements de transfert aux provinces entre 1986 et 1990 a été maintenue. Même si les transferts ne sont pas légalement destiné à des domaines particuliers, il est probable, au dire de M. Savage, que les perdants seront surtout les universités et les hôpitaux.

The politics of university research funding

Madame Christine Querido

Mr. Eugene Kostyra

Dr. William Taylor

by Bob Moore
CAUT Staff

CAUT held a conference on the politics of university research in Toronto, in late November. Approximately 150 people attended the sessions and workshops. Speakers and coordinators all seemed to agree that despite the differences among disciplines, the entire academic research community should bring more concerted action to bear on the federal and provincial governments, the granting councils, and businesses interested in developing university-corporate research ties. In spite of the foreboding situations presented by the speakers, there still remained some optimism for the future funding and support of university-based research.

Arnold Naimark, President and Vice Chancellor of the University of Manitoba, remarked on the essential attributes of university research and the value of it to Canada's social, economic and cultural growth. Dr. Naimark outlined the contemporary view of research and emphasized that, without research, current universities would fail. He stressed the need for harmonization of government support at all levels to minimize regional disparities and differentiation according to university size. Dr. Naimark encouraged the academic community as a whole to band together with other groups, especially the public and private sectors, to usher in a new era of dynamic university research. Unrelenting efforts, however, will be required to accomplish this feat in the light of the current dilemmas of the granting councils.

Gordon MacNabb, President of the Natural Sciences and Engineering Research Council (NSERC), followed these remarks with some comments on the pressures of imposed greater selectivity for grants and decreased resources. NSERC will continue to target the research effort in Canada, but the continuity of such support must be both understood and appreciated publicly. Dr. MacNabb strongly endorsed the maintenance of NSERC's independence over its budget — a view voiced dramatically by Science Council head Stuart Smith later in the conference.

Pierre Bois outlined the historical development of the Medical Research Council (MRC). As MRC President, Dr. Bois reminded participants that, in this period of financial restraint, research is only one of many competing voices governments must consider. "Scientists cannot simply be passive receivers and users of funds ... funding cannot be spasmodic and last-minute, as has often been the case."

The Chairman of the Science Council of Canada, Stuart Smith, detailed the recent, drastic budget cuts for the Council and the resultant, damaged morale for Canadian scientists. Dr. Smith urged scientists to join together with bureaucrats and business people to look seriously at science policy in Canada. He reinforced the view that the independent judgement of the Council must be maintained. Dr. Smith emphasized that we must push collectively to impress upon politicians the harmfully low profile science has in Ottawa, because the present situation is doing serious damage to the Canadian scientific community.

William Taylor, President of the Social Sciences and Humanities Research Council (SSHRC), addressed the problem of disunity and general level of distrust among academic colleagues. Why should politicians trust us, if we do not trust ourselves? He argued that, like NSERC's, SSHRC's new five-year plan must be credible. A consensus of real priorities must be reached, and the image problem of these disciplines improved. Dr. Taylor said that academics must deal with the realities of the situation, including the sheer economic necessity to deal with the private sector. He stressed that they must combine academic forces, in all disciplines, to deliver a message that will be heard by government for successful current and future funding commitments for university research.

Margrit Eichler (Sociology, O.I.S.E.) and Donald McCaskill (Native Studies, Trent) spoke on non-traditional research: feminist and native studies respectively. Dr. Eichler addressed the "credibility problems" of her discipline at the university, national and international levels, noting that this area of scholarship is not given the same significance as others by the SSHRC, publishers and promotion or tenure committees. Dr. McCaskill said there has not been a great deal of encouragement from the granting agencies for scholars to enter into non-traditional research, such as native studies. He also advocated broader-based support and the development of inter-disciplinary relationships or partnerships with different constituencies in the face of increased vulnerability from the funding of strategic, rather than basic, research projects.

Christiane Querido, President and Director-General of the *Fonds pour la formation de chercheurs et l'aide à la recherche* (F.C.A.R.), outlined the history, role and current state of this Quebec government agency and its budget. Madame Querido addressed the particular problems of her province's federal relationship for the funding of R&D through fiscal transfers and other concessions. She urged better coordination of advanced studies and research as well as more consensus on their aims and objectives to improve the efficiency of resource allocations at both the government and university levels. Madame Querido concluded that there was a desperate need for scientific researchers, particularly in Quebec if not nationally, to adopt "politics of consolidation" to make the important relationship between research and productivity clearer and as a result to obtain greater financial support from the public as well as private sector.

Eugene Kostyra, Minister of Industry, Trade and Technology for Manitoba, discussed the province's Job Fund and its cooperative commitment with other groups of 355 million dollars to this programme. Mr. Kostyra indicated that, under the auspices of the Job Fund, the Strategic Research Support Program was established last year with initial funding of $1 million. By grants and contracts, it supports specific R&D projects assessed by the government as having high potential benefit for the Manitoba economy. He pointed out that, despite the importance the Manitoba government has attached to higher education and research within its universities, the proportion of provincial resources which can be diverted to support them is limited and, by necessity, regionally-based to meet the "real" needs of the local community.

George Miller, President and Director of Research for the Nova-Husky Corporation, said funding flows more freely to good products and good people. Industry seeks excellent researchers with entrepreneurial spirits. Dr. Miller said the best correlation of human and capital resources produces self-feeding enterprises. He stressed the importance of excellence for the universities, not simply in science and engineering, but also in the humanities. The latter should be an essential ingredient in the education of all university students, he said.

Graham Parsons, Secretary of Economic Policy for the Saskatchewan Government, observed that links between government and private funding of research are not nearly as well developed in Canada as in other industrialized countries. Research marketing is changing. Dr. Parsons said that other agencies now compete directly with universities for research funding and the universities too will have to learn to compete for research dollars. Saskatchewan's "Partnership for Progress" programme consciously involves various research groups. It brings together NSERC, provincial Science and Technology officials, business and university personnel to study the question of training highly qualified manpower to meet emerging technological needs. The significant changes in the Saskatchewan economy from 1981 to 1985 not only shifted the boundaries of university training toward a greater balance of specialization and generalization, but also forced the government to look more for long, rather than, short range goals in this very important research area.

Two workshops were held on the last day of the conference. A lobbying workshop was conducted by CAUT Executive Secretary Donald Savage and Associate Executive Secretary, Ronald Levesque. The workshop was designed to introduce participants to some of the skills involved in lobbying and also to some of the problems. It included taped interviews with M.P.s and a video made by and for business lobbyists in Ottawa. It also dealt with the structure of the federal government respecting university issues and with accessible points of entry to the governmental process. Effective lobbyist leader writing was discussed and participants were encouraged to criticize the different interview situations in which they participated.

The media relations workshop was conducted by Barbara and Peter Graham (media consultants), as well as by Sarah Shorten (CAUT Past President) and Tina Head (CAUT Professional Officer). Created by Barbara Graham for the CAUT, the workshop is in its pilot stage. It was divided into two segments. The first focused on how to attract positive media attention and develop public appearance skills. Participants received "hands-on" experience through a series of simulated television interviews. The second segment concentrated on working with the print media, which included writing letters to the editor, influencing editorials, and issuing press releases. Participants obtained additional exposure and experience with a series of simulated newspaper and telephone interviews. Both workshops were well attended by CAUT members, and members of the National Consortium and Network.

The afternoon sessions of these workshops were set in motion by a vigorous luncheon address from Kathryn Warden of the Toronto *Star* editorial board. Ms. Warden dramatized effectively the need for university professors to become skilled lobbyists and to hone their media relations skills. She presented participants with a series of horror stories in which the university community was either unavailable to the media, or buried its messages under academic jargon, or appeared incapable of understanding why what its members were doing could be of interest to the general public. Ms. Warden, like other speakers earlier in the conference, stressed that impetus and input for change ought to come first from within the university community before it is too late, as in British Columbia.

Ms. Warden's speech, the workshops, and the other sessions, all brought home the reality that academic researchers do not operate in a political vacuum. The conference brought home the fact that government involves choices — particularly spending choices. If the universities fail to understand this, and fail to participate in the political process, they will have no one to blame but themselves.

MULRONEY---13

the universities and the health system and did something constructive about it.

Finally, if Prime Minister Mulroney gets his way on free trade, then we should all realize that Canada will indeed, as the cliché goes, have to live by its wits — not behind its protectionist barriers. In that case, we will need our universities even more in the future than we do now.

DEAN OF ENGINEERING

The University of Victoria invites applications and nominations for the position of Dean of Engineering, effective July 1, 1986 for an initial term of five years.

The Faculty of Engineering was established in 1983 and offers undergraduate programs leading to the degrees of B.Eng. in Computer Engineering and Electrical Engineering and the graduate degrees of M.Eng., M.A.Sc., and Ph.D. in Electrical Engineering. The next phase of development is the establishment of the Department of Mechanical Engineering.

The University of Victoria has approximately 500 faculty members, 9100 undergraduate students and 800 graduate students. In additon to the Faculty of Engineering, the University has Faculties of Arts and Science, Education, Fine Arts, Human and Social Development, Law and Graduate Studies.

Candidates should have an excellent research record and teaching and administrative experience in a University setting. Industrial experience would be an asset.

Applications and nominations will be accepted until December 31, 1985 and should be submitted to Prof. F. Murray Fraser, Vice-President, Academic, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Applications should include the names of three referees.

University of Victoria

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

How to have a satisfying and successful sabbatical

by Barbara Cowan and Edcil Wickham

Barbara Cowan and Edcil Wickham are associate professors in the Faculty of Social Work at Wilfrid Laurier.

Going on sabbatical creates considerable stress for academics and their families, with finances the major source of worry. Women academics whose husbands don't accompany them during a leave tend to take their children along, creating additional stress. On the other hand, men whose wives don't go along on the sabbatical tend to leave the children at home with her, and are free to concentrate on career objectives. These were among the findings of a small preliminary study of the impact of sabbaticals on academics and their families.

Sufficient lead time (at least 6 months to 1 year) to establish the important contacts in the host organization, usually a university, is essential for planning of key elements in a successful leave. These include the organization of resources required for the leave project, appropriate housing (the study indicated that housing arranged in advance through university contacts was more likely to be satisfactory than other arrangements; the least satisfactory was housing rented in haste after arrival in the area), schools if children are involved, adequate information about cost of living and financial obligations, recreational and social opportunities, medical care etc.

Increasing value

This preliminary study was done to identify key variables that contribute to a satisfying and successful sabbatical leave. A small sample of academics were interviewed following a leave. The importance of family participation in planning was emphasized. It was found that when the planning of the leave is considered a family undertaking, the benefits in marital and family relationships are enormous.

Areas selected for leaves that offered challenging opportunities for both academics and their spouses were the most successful and personally rewarding. Sabbatical projects that were too ambitious for the leave time available produced stress and interfered with opportunities for personal renewal and positive family activities.

Sabbatical leaves for faculty members have been a tradition in universities for many years; a recognition that effective performance requires periodic breaks for research, study, and personal renewal. They provide the opportunities for professors to keep up with current rapid political, economic and social changes. The necessity of sabbatical leaves will increase as the pace of change increases.

No research

There has been almost no research of any kind on sabbatical leaves. They are valued highly by most academics, but there has been little or no attempt to document their importance or to identify the elements that contribute to "good" sabbaticals. Our interest is a result of our own experiences, observations, and discussions with couples in the process of planning a leave or during the leave.

Many families faced stress in coping with the changes in their lives during the leave such as the financial strain of moving to and living in a new area, in some instances adapting to a different culture, helping children adjust to major changes, the resistance of teenagers to a move away from home.

When the spouse remained home the strain of living separately for an extended period, and the additional household and child care responsibilities were placed on the spouse. We hope our research in this area will add to the understanding of some of the factors that might create stress.

Stressful event

Most relevant available research comes from the rapidly expanding studies on stress. The recent research focus has been on stress caused by the events which require some change in the usual life patterns, i.e. new demands, changes in life routines, and breaks in established patterns of living.

It is recognized that stress can result from both positive and negative events, and the important factors in producing stress are the degrees of changes involved. Factors considered important in measuring stress due to life events include (1) the amount of change in usual life patterns, (2) perception of the event as desirable or undesirable, (3) amount of loss or gain involved (financial, status, etc.), (4) the individual's external situation at the time of the life event, (5) the individual's psychological state at the time of the life event, (6) social circumstances (family stability or conflict, issues of separation or divorce, coping with illness or death of family member, two-career marriages, etc.), (7) the degree of the perceived anticipation and control over the event, and (8) social support systems available to assist in coping with the event.

Sabbatical leave fits the definition of a stressful event.

Seeking variables

The purpose of our exploratory study was to identify significant variables for use in future in-depth research. Our sample group was small. Five Ontario universities were very helpful in providing the data we requested. A total of 184 faculty were on sabbatical from the universities of Guelph, Wilfrid Laurier, Western Ontario, Brock, and McMaster in the 1982-83 academic year. (A telephone survey revealed that 1,000 to 1,200 Ontario academics are on leave every year.)

Eleven randomly selected faculty members who were on sabbatical during 1982-83 agreed to participate and were interviewed following their leave periods. We used one experienced interviewer, the wife of an academic, who had personal experience with sabbatical leave.

The small sample size is an obvious limitation. Another limitation is that the observations and comments concerning the effect of the leaves on other family members, are the effects perceived by the academic. Interviews including spouse and children could reveal differences in perceptions.

Interviews were mainly unstructured although an attempt was made to include certain key areas in each interview. The major goal was to identify significant factors for further study. The interviews varied from 30 minutes to 60 minutes.

Representative

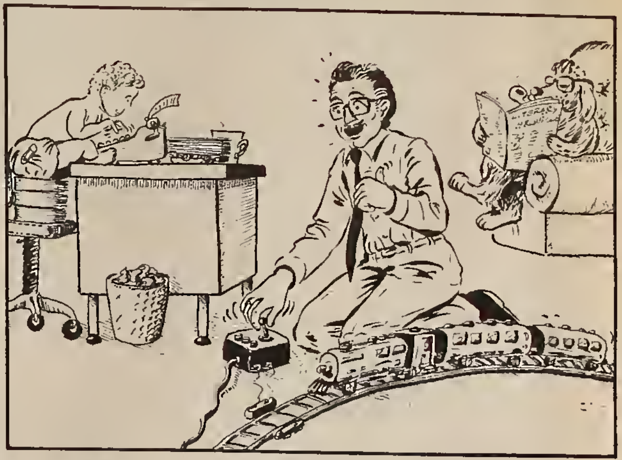
The sample, although small, was fairly representative of university groupings in terms of male-female distribution, age and academic and professional programs. There were five men and two women in the 40-49 age group, and four men aged 50-59. Faculties represented were science, arts, and the professions. Ten were married and one was single. All had children, although not all of the children were living at home. (Some were adult children or children from previous marriages living with ex-spouses.)

Four of the 11 participants took six-month leaves; the others 12 months. Those on six-month leave received 100 percent of salary, and two received small travel grants. The others received between 60 and 70 percent of salary and three received some pay during the leave for teaching courses or research.

All travelled, although travel and the involvement of family members varied. One person spent three months or less in the U.K.; the others spent six months or more in the U.S.A. (4); Canada (1); Asia (3); New Zealand (1).

Money worries

Finances were the most frequently identified area of concern that created stress. Seven of the 11 mentioned worry over finances; two were forced to take loans to cover expenses of the leave, and one had to renegotiate a mortgage at a high interest rate. Two expressed considerable anger at the problems encountered, including disagreements with government over income taxes, and red tape and uncertainty involved in obtaining small grants.


TURQUOISE

The resentment was due to the amount of time and work required to submit proposals and respond to questions from university committees as part of the internal grant application process, particularly since the grant money was small and considered by some to be inadequate.

The time delay between application and decision-making about the granting of money created uncertainty and delays in finalizing sabbatical plans.

Accommodations

Six of the sample group rented their homes while they were on leave; four worried about the arrangements. They feared the tenants would not take adequate care of the house and furnishings. The rental turned out badly in two instances. This seemed to be a greater worry when plans were made quickly and choices limited. The most satisfactory plans were those with other visiting academics or selected graduate students. One had an adult child care for the home, and in the other four cases the spouse stayed home most of the time.

Ten of the group rented a house or an apartment in the new area; the eleventh did not remain long in any area, and stayed in motels or with friends. Three had problems finding suitable affordable housing. Three others who were able to rent on-campus accommodation seemed to have the best experiences.

Children

Five academics had children aged six to 18 living at home. Children of five others were adult and no longer at home, and in one case children lived with the ex-spouse. Four of the five with dependent children said the children found the adjustment and change difficult, particularly during the initial period in a new school and making new friends. In one instance where children accompanied the faculty member and the spouse remained home, the children expressed fears that the separation might lead to

See SABBATICAL/16

Selon une petite étude réalisée par deux professeurs à l'Université Wilfrid Laurier pour cerner des variables clés qui contribuent à assurer un congé sabbatique satisfaisant et réussi, l'ensemble de l'affaire peut être fort éprouvante pour le professeur et les siens, la question des finances donnant lieu à beaucoup de préoccupations. D'autre part, un congé bien planifié peut se révéler immensément avantageux pour ce qui est des relations matrimoniales et familiales.

UM The University of Manitoba

invites applications and nominations for the position of

DEAN, FACULTY OF PHARMACY

The Faculty of Pharmacy at the University of Manitoba has a complement of 10 full-time academic staff and 5 sessional lecturers, with a support staff of 6. The Faculty offers programs leading to a Bachelor of Science in Pharmacy and a Master of Science degree.

The October 1985 enrolment in the Faculty was 139 undergraduate and 9 graduate students.

Applicants should have a commitment to the development of the Faculty and to excellence in Teaching and Research. They should possess and have demonstrated strong leadership and administrative ability.

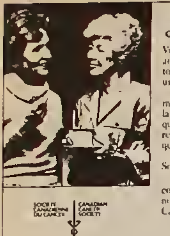
The appointment is expected to commence July 1, 1986 and will be for a term of normally 5-7 years. Reappointment is possible under the University's policies.

The University encourages both women and men to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications (with the names of 3 persons from whom confidential references may be obtained), nominations and suggestions should be directed to: **Dr. F.G. Stambrook, Vice-President (Academic), Room 202, Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

The incumbent Dean, Dr. J W. Steele, will be a candidate for the position.

Closing date for receipt of applications is January 31, 1986.



Aujourd'hui, j'ai appris quelque chose d'une amie de longue date.

Vous savez, Lucie et moi sommes de grandes amies depuis nos années de couvent. Je pensais tout connaître d'elle... eh bien! elle m'en a appris une bonne à son sujet.

Elle m'a appris qu'elle venait tout juste de modifier son testament pour y inclure un don à la Société Canadienne du Cancer. Et cela bien qu'elle ait contribué généreusement à plusieurs reprises à la Société. Elle a posé ce geste parce que, dit-elle, le cancer peut être vaincu.

Oui, le cancer *doit* être vaincu et un legs à la Société est un excellent moyen d'y parvenir.

Si votre notaire ou vous-même voulez en connaître davantage sur la Société et sur ce que nous faisons, téléphonez ou écrivez à la Société Canadienne du Cancer.

SOCIÉTÉ CANADIENNE DU CANCER | CANADIAN CANCER SOCIETY

Cet espace a été contribué comme un service publique

UNIVERSITY OF SASKATCHEWAN

Centre for the Study of Co-Operatives

Invites applications for an academic position in one of the following disciplines: Education, History, Philosophy, Political Science and Psychology.
The Objectives of the Centre are:
1. To establish a program of studies at the undergraduate and graduate level with a specific focus on co-operatives and credit unions.
2. To undertake off-campus programs directed at the co-operative sector.
3. To undertake research of particular interest and relevance to co-operatives and to make available the results of such research by publication.
4. To undertake research concerning legislation governing co-operatives and credit unions.

The successful candidate will be expected to 1) conduct one full-time course at the graduate or undergraduate level, in his or her discipline, specifically related to co-operatives and credit unions; 2) participate in programmes organized by the Co-operative College of Canada, and, 3) devote the remainder of his or her time to research related to the objectives of the Centre.

At present the academic staff of the Centre are from the College of Law, and the Departments of Management and Marketing, Agricultural Economics, and Sociology, leaving one vacancy to fill.

The Centre is engaged in a wide variety of research activities. Worker co-operatives, co-operative health care clinics, housing co-operatives, fishing co-operatives, capital formation in co-operatives, the role of directors of co-operatives, co-operative legal history, a review of co-operative and credit union legislation, employment relations in co-operatives and the position of employees in commercial enterprises are all topics presently under study. The Centre is also conducting research on the following subjects: questions of member participation and commitment, co-operative philosophy and principles, co-operative education, co-operative retailing strategy, management and marketing in co-operative organisations, the potential for joint trade union/co-operative development strategies, the relationship between the co-operative sector and government and the contribution of the co-operative model to community-based economic growth.

The appointment will be tenurable in accordance with University regulations. The salary will be competitive. The appointment will be made effective July 1, 1986 or sooner if a suitable application is received.

Applications together with curriculum vitae and the names of three referees who may be approached confidentially, should be sent to Professor Christopher Axworthy, Director, Centre for the Study of Co-operatives, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 by February 28th.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

SABBATICAL---15

divorce.

It was noted that the female academics, when unaccompanied by their spouses, took their children with them, and this created considerable stress. When the male academic was unaccompanied by his spouse, the children usually remained with the wife and he was able to devote himself totally to his work.

Family visits from wife and children tended to be special times for everyone in the family. In two instances children were invited to accompany their fathers. One decided after a short time to return to mother, and one remained with father for an extended period. Mutual choice was a key factor when children accompanied their fathers.

Pets

Care of pets was stressful for some of the sample group. Four mentioned concern for pet dogs and in one instance, horses. One person took two dogs along, but found it impossible to find housing and felt forced to give the dogs away. Two arranged for care of their dogs during their absences — one dog died of old age and another was killed in an accident. One other academic arranged for the care of several show dogs and horses, and found that they had been neglected.

Other pressures included illness, children's schooling, family relationships, and workload, i.e. taking on too much and feeling pressured to complete everything.

Scorecard

Five academics reported research was the prime purpose of their leaves; two listed research, study, and writing; two research, study and teaching; one study, teaching, and writing the major portion of a book; and one study, writing, and the opportunity to practice in his profession.

All had clear goals, a sense of professional enthusiasm, and high expectations for their leave periods. For most the work demands they set for themselves were high, and in some instances, excessive. Four said the professional gains were very high during the leaves, exceeding their expectations; three said the gains were satisfactory and met their expectations; and four said the gains were fair, but did not meet their expectations.

Advance planning

The 10 married academics stated that their spouses were very involved in the planning of the sabbatical leave and in all instances were supportive. The one single parent in the sample stated the adolescent child was included in the planning for the leave.

Advance planning took considerable time, and stress during the planning period had an effect on the leave, particularly in the initial stages. Some of the concerns mentioned were family illness, death of a child, uncertainty about grant money, problems in coordinating plans with spouse's work or career aspirations, and negative reaction to travel plans from adolescent children.

All the couples reported gains in family relationships. Although it would require further data to support, there is some suggestion that the couples without dependent children made the greatest personal gains and increase in marital satisfaction. Some of these feelings were expressed in their reluctance to return home.

Not all work

During the leave, five reported a decrease in time available for leisure due to their own or their spouse's work demands. Two who were unaccompanied by spouses reported no leisure time due to work demands, except when family visited for short periods. Three reported no change in leisure activities during leave, but two reported an increase in time spent in leisure activities. In seven instances the respondents remarked on the improved quality of the activities for the family.

Six respondents reported an increase in time spent in social activities and five remarked on the excellent quality of these activities; one reported a decrease in time available but that the quality of activities was excellent; one reported no social activities except when family visited; one reported no change in activities; one reported that social activities were different and only fair in enjoyment: one, a single parent, reported disappointment at no social activities. It was evident that this was an important factor in personal satisfaction during leave periods.

Male/female goals

The adjustment of the spouse also seemed to be an important factor in the overall satisfaction with the leave. In the six instances where the spouse accompanied the academic for the total leave period, all felt the spouse was very satisfied with personal plans and in several instances reluctant to return home. One spouse was also on sabbatical leave, one was a medical intern, one did volunteer work, one took a course, and one found work in an area of interest and expertise.

Although the sample is far too small to be significant, it is interesting to note that both of the women commented on the importance of the sabbatical in gaining recognition of the importance of their career from spouse and children. They mentioned the need for their careers to be taken seriously and of equal importance to that of their spouses. It would be interesting to examine, in further studies, how factors of importance differ between male and female academics.

Three stages

The limitations of this study due to the small size of the sample are obvious. However, it did achieve the goal of identifying some important factors that contribute to a satisfying leave for the academic and the family. Three phases of leave periods became clear and need to be examined separately: (1) planning stage, (2) leave period, (3) post-leave period.

The importance of planning in advance and having clear goals was evident. Those with good professional contacts and plans for work in the new area had the easiest adjustment in terms of their aspirations. On a personal level, all the academics identified major changes required for themselves and their families. The support of the spouse, and to a lesser extent the children, was crucial. All the couples in the sample planned the leave together, and reported increased marital satisfaction. It appears that a sabbatical tends to strengthen the relationship of couples with already strong relationships.

Further study is required to understand the effects of leave on couples who have conflict in their relationships. The major stressors included finances, housing (own home and home in new area), plans for the children, adjustment of children, professional opportunities, social adjustment, care of pets, and illness.

The changes required were major ones for all, and created considerable pressure. However, there is no doubt that the gains, particularly on a professional level, more than outweighed concerns and worries for most. The value of the sabbatical leaves for most of the academics was high and for a few, exceptional.

Simon Fraser University

THE SHRUM CHAIR IN SCIENCE

The Faculty of Science, SIMON FRASER UNIVERSITY, seeks applications or nominations for an appointment to the Shrum Chair in Science. Candidates should be outstanding scholars, whose research interests match those currently represented in the Department of Biological Sciences, Chemistry, Mathematics and Statistics, or Physics.

The Shrum Chair will provide support for the scholar a maximum 5-year term. The successful candidate will be appointed as a member of faculty of one of the participating departments, generally with tenure. Conditions of employment are negotiable, but will involve the Chairholder in an active research and graduate teaching program. Expressions of interest in this position should be received by **JANUARY 31, 1986.** It is anticipated that the appointment will commence **SEPTEMBER 1, 1986.** Applications or nominations together with the names of three referees should be sent to:

DR. GLEN H. GEEN
Deen of Science
SIMON FRASER UNIVERSITY
Burnaby, B.C.
Caneda V5A 1S6

Western faculty share problems

Western faculty associations meet annually to discuss common problems. This year the meetings were held in Vancouver. Sid Mindess, President of the University of British Columbia Faculty Association, outlined the situation at his university created by the unilateral decision of the Board of Governors to impose a policy of financial exigency and to use it to fire 12 members of the faculty, the majority of them tenured. Donald Savage, Executive Secretary of CAUT, reviewed for the conference recent developments in federal funding policies as well as the recommendations from the Wright and Johnson task forces and the Royal Commission headed by Donald Macdonald. Ed Maher, professor of Business Administration at the University of New Brunswick and Economics professor R.M. Clark of UBC led a discussion on the pension policies of universities and the likely development of federal policy in this area.

The Western Faculty Associations also shared with each other details about the negotiations, salary and benefits policies on their various campuses. CAUT reported on current developments at the federal level.

The Western Regional meeting of faculty associations sent two messages — one to the Prime Minister recommending the adoption of the funding proposals and five year plans of the federal granting councils and the other to the new President of the University of British Columbia urging that he settle the current turmoil at UBC over the firing of the 12 professors.

Next year's meeting will be held in Regina.

Planning a year in France? Here are some timely tips

by Marshall Lundlie

Marshall Lundlie is associate professor in the French Department of the University of Regina.

My family and I have had the good fortune to spend three sabbatical years in France: in Paris 1967-68, in Strasbourg 1977-78, and in Aix-en-Provence 1984-85. Uprooting one's family for an entire year necessarily entails a fair amount of planning, and, at times frustration; however, we remain convinced that the intellectual, cultural, and linguistic benefits to be derived from a year in France greatly outweigh the problems encountered when resettling in a foreign country.

The practical information offered in this article should help the prospective sabbaticant to plan his or her year abroad, and to avoid some of the frustrations that will inevitably arise. Although, to the best of my knowledge, all of the following information is correct, I must state that I am not prepared to defend it in a court of law in the event that someone comes to grief as a result of having followed it.

Buying a car

For a Canadian planning to spend a sabbatical year in Europe, it is most advantageous to buy a new car for European delivery and have it shipped back to Canada at the end of the sabbatical year.

Providing that the owner has been outside of Canada for a full 12-month period, he avoids all European taxes and Canadian import duty. This usually involves savings on the purchase price ranging from $2,000 to $5,000 depending on the make and model of the vehicle. Although it costs approximately $1,000 to have the car shipped back to Canada, it is obvious that this arrangement is still financially attractive. Moreover, one has the use of a new car during the year in Europe.

French cars bought in this way will bear red "TT" (transit temporaire) licence plates; German cars will bear oval-shaped "Z" licence plates. Both registrations are valid for a maximum period of one year, at which time the car must be exported.

Orders are placed through a Canadian dealer, and payment in full is made approximately three months prior to delivery in Europe. To ensure that you get the make and model of your choice, orders should be placed at least six months prior to departure.

Carte de séjour, etc.

Allow at least four weeks for the delivery of a Canadian passport. Canadians residing in France for periods exceeding three months will require a visa and, eventually, a carte de séjour.

In past years, I went to France with my passport only and, once there, applied for my visa and carte de séjour. In 1984, however, I was told by the French embassy that unless I obtained the visa prior to departure, "je pouvais avoir des ennuis."

The visa may be obtained by presenting oneself in person to the French embassy or consulate or by correspondence. In the latter case, allow at least five weeks for delivery of the document.

When in France, upon presentation of your passport, visa, an attestation de congé sabbatique (obtained from your department head prior to departure), an electricity or rent receipt, and five black and white identity photos, you will be issued a temporary carte de séjour. The permanent document will be issued in due course — usually two or three months later.

A place to live

There are four main ways of finding accommodation: word of mouth, real-estate agencies, (agences immobilières), offices de location, and classified ads.

If you have a friend who is currently spending a sabbatical year in good accommodation in the city of your choice, your problems are probably solved in advance. Failing that, upon arrival in France, you can start investigating what the agences have to offer.

Agences are helpful and professional; they will draw up a lease that will protect both the lessor and the lessee. However, they are expensive, and almost invariably demand the equivalent of one month's rent for their services.

When this sum is added to the first month's rent payable in advance plus the caution money (also the equivalent of one month's rent), it becomes clear that the prospective sabbaticant would be well advised to leave Canada with a few extra banknotes. For accommodation renting at, say, $700 monthly, he will be required to make an initial outlay of close to $2,000.

The fee charged by the agence may be avoided by applying to an office de location. Especially recommended is the Office des locataires et propriétaires, with offices in 30 French cities. They serve simply as an intermediary between landlords and prospective tenants. At regular intervals (once or twice weekly) it publishes a list of accommodation available without, however, the name, address, and telephone number of the owner..

This information will be supplied upon payment of a $50 fee. If the tenant does not find something suitable immediately, the $50 fee includes a subscription to this service for a four-month period.

In our experience, consulting classified ads has proven to be very unproductive. Almost invariably, the accommodation is too expensive or has already been rented. The other three methods, however, have worked, and worked well.

Banking

We have found that the most practical procedure has been to open a Canadian dollar account for non-residents in a French bank. This way, your monthly salary may be sent directly from your Canadian to your French bank account, and Canadian dollars may be converted into French francs as required.

In order to open such an account, the amount of the initial deposit required varies greatly from bank to bank. Some require $7,000; others $5,000. The Credit Commercial de France, however, requires an initial deposit of only $1,500 and provides excellent service.

It is important to note in passing that it is impossible to open a French bank account until one has an address in France. If, in the event of an emergency, you run out of money, it is possible to borrow up to 2000 FF at weekly intervals with an international Chargex (Visa) credit card. Don't leave home without it!

Libraries

Now that you have a car, a temporary carte de séjour, a place to live, and a bank account, it is time to settle down to work. If you have chosen to live in Paris, the vast collections of the Bibliothèque nationale will put the world of scholarship at your fingertips. However, you may occasionally have to wait in line for a seat and the library does not grant any lending privileges.

The libraries of provincial universities are less crowded, more easily accessible, and allow you to take books out. The Bibliothèque universitaire of Aix-en Provence, for example, will allow a university professor to borrow up to 10 books and periodicals for a two-week period. The disadvantage of the provinces, of course, is smaller and often incomplete collections.

The chief librarians (conservateurs) of university and municipal libraries tend to be very helpful and cooperative and, more often than not, will be prepared to grant you library privileges without asking for credentials. However, to be on the safe side, it is wise to obtain from your department head, prior to leaving Canada, a letter of introduction indicating your status and research interests.

Le professeur qui emmène les siens en congé sabbatique d'un an a besoin de bien organiser les choses. Un professeur de français de l'Université de Regina donne a celui qui doit aller en congé en France des renseignements pratiques pour ce qui est de planifier son séjour.

WHO: CAUT STATUS OF WOMEN COMMITTEE

WHAT: Annual Workshop

WHEN: January 31-February 1, 1986

WHERE: The Palliser, 133-9th Ave. S.W., Calgary, Alberta

WHY: To join us at these exciting sessions

(Jan. 31)
- *employment equity (speaker to be confirmed)
- *academic salary discrimination (Jeremiah Allen, CAUT Economic Benefits Committee)
- *dinner address by the Alberta Minister of Advanced Education

(Feb. 1)
- *human rights and pay equity in Manitoba (Claudia Wright, Manitoba Human Rights Commission)
- *parental leave (Jane Gordon, CAUT Status of Women Committee)
- *positive action in the university (Donald Savage, CAUT Executive Secretary and Denis Smith, Dean (Social Sciences), University of Western Ontario

Registration fee: $50.00 per person (includes materials, dinner and buffet luncheon); Friday-only $25.00; Saturday-only $25.00.

Accommodation: A limited number of rooms have been reserved at The Palliser at $65.00 per night, single or double.

REGISTRATION DEADLINE: JANUARY 10, 1986

Completed form and cheque (payable to CAUT) should be mailed to: Joan Gaetz, The University of Calgary Faculty Association, Science Bldg. A, Room 218, Calgary, Alberta, T2N 1N4. For more information, telephone Joan Gaetz (403-220-5722/6012) or Colette Deschamps (613-237-6885).

REGISTRATION FORM

Name ______________________________
Address: ______________________________
Home Telephone: __________ Office Telephone: __________
Affiliation: ______________________________
I plan to attend: Friday and Saturday __________;
Friday only __________; Saturday only __________
Please book hotel accommodation for nights
of: Jan. 30 __________; Jan. 31 __________; Feb. 1 __________
Single ______________ Double ______________

Please advise Joan Gaetz of any changes. Enclose cheque payable to CAUT for registration fee.

Saint Mary's University

CHAIRPERSON

FINANCE AND MANAGEMENT SCIENCE

Applications are invited for the position of Chairperson of the Department of Finance/Management Science. This is a tenure-track position beginning 1 September 1986.

Applicants should possess a Ph.D. in Finance, Management Science, or a closely related discipline with appropriate academic experience in either of the departmental areas. Prior administrative experience would be an asset. Rank is open. Salary is competitive.

Individuals interested in applying should submit a current vita along with the names of at least three referees to:

Dr. F. C. Miner
Dean of Commerce
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3
(902) 429-9780 ext. 2146

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Advertising and censure

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

Publicité et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parceque le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

ADMINISTRATIVE POSITIONS

McGILL UNIVERSITY. Islamic Studies Library Head Librarian The McGill University Library System requires a Head Librarian for the Islamic Studies Library Reporting to the Area Librarian of the Humanities and Social Sciences, the Head Librarian provides leadership and direction to the Islamic Studies Library, and is responsible for reader services and collection development, working closely with the HuSSAL Reader Services Librarian and Collections Librarian, as well as with the Director and faculty of the Islamic Institute The staff of the Islamic Studies Library consists of three library assistants and some casual help. The Library is unique in Canada and houses about 100,000 volumes to support McGill University's strong program in Middle Eastern Studies Qualifications. MLS and an advanced degree in Islamic and Middle Eastern Studies with excellent knowledge of Arabic, a second Islamic language and familiarity with Middle East literature and culture At least 5 years professional library experience with evidence of good management skills Must be able to represent the McGill Libraries in development endeavors and on a national level in Islamic and Middle East librarianship Salary and rank will be commensurate with experience and qualifications Please submit a recent Curriculum Vitae and names of three referees to Calvin Evans, Area Librarian, Humanities and Social Sciences Area Library, McGill University, McLennan Library, 3459 McTavish Street, Montreal, Quebec, H3A 1Y1

THE UNIVERSITY OF WESTERN ONTARIO. Department of Ophthalmology. Chairman. Applications are invited for the Chairmanship of the Department of Ophthalmology effective July 1, 1986 The position involves responsibility for undergraduate and graduate programs in Ophthalmology through arrangements with the three hospitals involved in the academic program, namely, University Hospital, Victoria Hospital and St. Joseph's Hospital Experience in research and administration as well as academic clinical ophthalmology are required Details of the geographic full time practice plan are available from the Dean's Office Applications including a current curriculum vitae should be forwarded to Dr L S Valberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, N6A 5C1, Canada In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

McGILL UNIVERSITY. Director, School of Social Work. Nominations and applications are invited for the position of Director and Professor, School of Social Work of McGill University The appointment, effective June 1 or September 1, 1986, is normally for a five-year term and may be renewed The Director of the School of Social Work is responsible to the Dean of Arts for academic matters relating to its undergraduate program (B S W. degree) and to the Dean of the Faculty of Graduate Studies and Research for the School's budget and its graduate program (M S W) Last year, enrollments reached a new high of 224 undergraduates and 104 graduate students Present staff consists of 15 full-time and 7 part-time Professors (as well as 2 part-time delayed retirement positions and 2 part-time honorary appointments) Candidates should have appropriate scholarly and administrative experience, facility in French is desirable In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by February 1, 1986, to: Dr Gordon Maclachlan, Vice-Principal (Research) and Dean, Graduate Studies, McGill University, 853 Sherbrooke Street West, Dawson Hall, Room 308, Montreal, Quebec, H3A 2T6.

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UNIVERSITY OF SASKATCHEWAN. Religious Studies. Head. The Department of Religious Studies, University of Saskatchewan invites applications for a tenurable position at the Associate or Professor level with an initial appointment as Department Head A Ph.D is required with special competency in Islam and/or Hinduism An outstanding candidate with other specialization would be considered The successful applicant will be responsible for administration of the department, the development of the program and some teaching The position is to be filled effective July 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Inquiries with curriculum vitae and the names of three referees should be addressed to Dr. Chris Foley, Acting Head, Department of Religious Studies, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0

QUEEN'S UNIVERSITY. Director, Writing Program. Queen's University at Kingston invites applications and nominations for the position of Director of the Writing Program The Director will be responsible for establishing and administering a Writing Program and Centre, and for coordinating with the Queen's Writing Committee the instruction of writing skills across the curriculum. The successful candidate must be able to provide leadership in the development of an effective writing program across the University Responsibilities will include: developing the Centre's program of activities, hiring and training professional tutors, managing resources (budget); developing instructional services for student writers in all disciplines; developing approaches to the teaching of writing in all disciplines, and assisting the teaching of writing throughout the University. The Director will be a member of an academic department such as English but with primary responsibilities in Writing Centre administration and secondary responsibilities in teaching and research The possibility exists of a tenure-track appointment for a suitably qualified candidate. Applicants' preparation should include. experience in academic administration (preferably in relation to curriculum); demonstrated success in teaching or tutoring writing at the undergraduate level or beyond (preferably in more contexts than English departmental courses), significant scholarly publications (or other significant experience as a writer) Applicants should be familiar with recent theory and practice in the field of writing across the curriculum Most important, candidates must have a clear vision of a writing program that significantly benefits writers and teachers of writing, along with a coherent approach to developing a writing centre In accordance with Canadian immigration requirements, this advertisement is particularly directed to Canadian citizens and permanent residents Candidates of both sexes are equally encouraged to apply Each application should include a curriculum vitae and the names of three referees. It should be sent by February 1, 1986 to the Chairman of the Search Committee to advise the Principal: Dr R.O. Fraser, Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. Applications and nominations are invited for the position of Chairman, Department of Statistical and Actuarial Sciences, Faculty of Science The effective date of the appointment is July 1, 1986. Applications or nominations should be addressed to: Dr J.B Bancroft, Dean, Faculty of Science, Natural Sciences Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 Applications or nominations should be submitted by January 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

MACDONALD COLLEGE OF McGILL UNIVERSITY. Chairman - **Department of Entomology.** Applications are invited for the position of Chairman of the Department of Entomology in the Faculty of Agriculture The Department has undergraduate and graduate programs in entomology as well as teaching responsibilities in other areas of biology The successful candidate will have a productive research program in either Insect Taxonomy or Biotechnology (see associated advertisement) and provide leadership to the Department in the areas of research and graduate student training. He will provide the Faculty of Agriculture with an expansion of undergraduate teaching programs Applications should include a complete Curriculum Vitae and the names of three persons who may be contacted as references In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents Send appropriate documentation to: Dr. R.B Buckland, Dean of the Faculty of Agriculture, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste-Anne de Bellevue, P.Q , H9X 1C0

ALGOMA UNIVERSITY COLLEGE. Library. Algoma University College Library requires a Head of Technical Services The Head of Technical Services is responsible for original and derived cataloguing, acquisition and processing of library materials, maintenance of statistical and budgetary records for acquisitions and cataloguing, implementation of microcomputer systems for acquisitions, cataloguing and on-line public inquiry, supervision and training of Technical Services staff. Candidates must be familiar with AACR2, Library of Congress classifications and subject headings, and MARC formats, and possess a knowledge of library applications of microcomputers MLS degree from an accredited library school is required. Salary according to qualifications and experience. Recent library school graduates are encouraged to apply. The position is full-time, temporary, beginning March 1 and terminating November 1, 1986 Possible renewal of contract is contingent on available funding. Submit resume before February 1, 1986, to: Dr. R J Bazillion, Chief Librarian, Algoma University College, 1520 Queen Street East, Sault Ste Marie, Ontario, P6A 2G3.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Psychiatry. Chairman. Applications are invited for the above GFT position The successful candidate will be responsible for the administration of the University Department of Psychiatry having 48 full-time GFT positions and 112 clinical appointments. The candidate will coordinate for the University the academic, research, and service programs in three general hospital psychiatric units in London and three in district general hospitals as well as in two provincial psychiatric hospitals, the Children's Psychiatric Research Institute, and other specialized child, adolescent, psychogeriatric, mental retardation, and forensic services serving all of Southwestern Ontario. There is, in addition, an extended campus program throughout Northern Ontario. The Department has GFT faculty throughout this area in affiliated psychiatric hospitals and community psychiatric programs Close working relationships with both levels of government will be an ongoing responsibility The academic program consists of undergraduate, postgraduate, and continuing psychiatric education including psychoanalytic training A personal interest in research and research development should be a principal interest of the candidate Effective date of appointment - July 1, 1986 Closing date for applications is December 30, 1985. Applications should be directed to: Dr. L.S. Valberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, N6A 5C1, Canada In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer

ACCOUNTING

McMASTER UNIVERSITY. Faculty of Business. McMaster University invites applications for a joint position as Research Associate of the Accounting Research and Education Centre and part-time Lecturer or Assistant Professor of Accounting. The Centre was recently established with funding from McMaster University and the Certified General Accountants Association of Ontario. Duties will include teaching accounting and/or finance, and active participation in academic research projects funded by the Centre and by outside sources. Qualifications include a Master's degree or Ph.D in accounting or finance Because of the research component of the position, applicants must have an excellent background in economics, statistics, and finance. Salary commensurate with experience and qualifications Starting date July 1 or September 1, 1986. Closing date for applications: January 1, 1986. Applicants should send a complete curriculum vitae (including names of references), and official copies of university transcripts to: James C. Gaa, Chairman, Accounting Area, Faculty of business, 1280 Main Street West, Hamilton, Ontario, L8S 4M4

BROCK UNIVERSITY. School of Administrative Studies. Applications are invited for tenure track faculty positions in accounting and/or auditing. Our expanding School includes an accounting co-op program that is now in its sixth year. A Ph.D., or a Ph.D in progress, is required Salary and rank will be commensurate with qualifications and experience An application, including a curriculum vitae and the names of three referees, should be submitted to Prof J.R. Hanrahan, Chairman, Dept. of Accounting and Finance, School of Administrative Studies, Brock University, St Catharines, Ontario, L2S 3A1.

CONCORDIA UNIVERSITY. Department of Accountancy. The Department of Accountancy, one of the largest and most dynamic in North America, has several positions open Our primary need is in accounting systems, but positions are also open in accounting theory, taxation, and management accounting Positions are available at the level of Assistant, Associate, Full or Visiting Professors. Requirements are a Ph.D. or equivalent degree, and the salary is highly competitive Teaching requirements include undergraduate and graduate programmes, Ph.D., M B.A., C.A., and Diplomas. Research and publication interests are expected and individual specialization is encouraged. Apply to: Professor J.D Blazouske, Chairman, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, P.Q , H3G 1M8, Tel (514) 848-2757

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for faculty positions in management accounting Starting date July 1, 1986 Rank, salary and length of appointment will depend on qualifications and experience. A postgraduate degree and/or a professional accounting designation is required. Successful experience in teaching undergraduate courses is highly desirable, as is a commitment to research Applications (with Curriculum Vitae and the names of three referees) should be sent to Professor I P. Suttie, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2 The University encourages both women and men to apply for this position In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer

ACTUARIAL SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for senior visiting limited term appointments. Appointments will be made subject to funds being available Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B9 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of The University of Western Ontario invites applications for a tenured or tenure track position in actuarial science Salary and rank will be commensurate with qualifications and experience Appointments will be made subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. I.B. MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7.

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor in Actuarial Science for a one-year term The position may be renewable if funds are available. The candidate should have a Ph.D. and A.S.A (or equivalent) or an F S A and Master's degree (or equivalent) Duties include teaching and research in some branch of actuarial science Salary will depend upon qualifications and experience. Applicants should send curriculum vitae to Dr H H Panjer, Associate Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents Appointment effective July 1, 1986 or later. The closing date for application is March 15, 1986 It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

ADMINISTRATIVE STUDIES

TRENT UNIVERSITY. Administrative & Policy Studies. Applications are invited for a 2-year limited term appointment at the rank of assistant professor The successful candidate will be appointed to the Administrative and Policy Studies Programme and will be involved in the development of the newly created Native Management and Economic Development Programme Duties will include community-based research curriculum development in native management, and possibly off-campus teaching Candidates should possess an M B.A degree and have previous experience in working with native people. Applications, including a curriculum vitae and the names of three referees should be sent to Professor I.D Chapman, Director of the Administrative & Policy Studies Programme, Trent University, Peterborough, Ont., K9J 7B8 by 31 January, 1986. The appointment will be effective as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for limited-term faculty positions. Starting date July 1, 1986. Rank, salary and length of appointment will depend on qualifications and experience A post-graduate degree, teaching ability and proven capacity for research are required Teaching duties normally include two of the following areas: administrative management procedures, business law, decision analysis, communications, information systems, records management Applications (with Curriculum Vitae and the names of three referees) should be sent to Professor I.P Suttie, Chairman, Department of Secretarial and Administrative Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. The University encourages both women and men to apply for this position In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer

AGRICULTURE

McGILL UNIVERSITY. Faculty of Agriculture. Entomology. The Department of Entomology, MacDonald College of McGill University, invites applications for two-tenure-track positions at the assistant Professor level, effective September 1, 1986, subject to budgetary approval. Applications at the Associate and Full Professor level will be considered only with respect to the position of Chairman as advertised in the associated advertisement. Appointees will be responsible for teaching courses complementary to the present offerings of the department, as well as developing a strong research program in their area of expertise One position will be in the

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area of Insect Taxonomy and will include curatorial responsibilities in the Lyman Entomological Museum and Research Laboratory. This unit is closely associated with the department and will provide excellent research facilities. The second position is in the area of Insect Biotechnology. Preference will be given to candidates with expertise in the application of insect biotechnology to crop protection, insect-plant relations, or the development and use of insect pathogens for pest control. Qualifications include a Ph.D. in Entomology and a strong orientation to research. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Send curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Dr Robin K. Stewart, Chairman, Department of Entomology, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste-Anne de Bellevue, P.Q., H9X 1C0. Applicants who wish to be considered for the Chairmen's position should write directly to Vice-Principal Roger Buckland, Macdonald College of McGill University

ANIMAL SCIENCE

McGILL UNIVERSITY. Faculty of Agriculture. Macdonald College of McGill University, Faculty of Agriculture, invites applications for the position of Assistant Professor (tenure track) in the Department of Animal Science in the area of ruminant nutrition. Qualifications include a Ph.D. and responsibilities include teaching and advising both at the undergraduate and graduate levels. The successful applicant will develop a research program in ruminant nutrition with emphasis on rumen metabolism and/or digestive physiology as well as collaborate with other members of the Department. The successful applicant will also be able to collaborate with members of the McGill Nutrition & Food Science Centre, which encompasses all nutritionists throughout the University, in teaching and/or multidisciplinary research. The base salary for an Assistant Professor is $30,169. Closing date for applications is March 15, 1986 or until a suitable candidate is found. Applicants should submit a resume and arrange for three letters of reference and one official copy of all university transcripts to be sent to: Dr. Bruce R. Downey, Chairman, Department of Animal Science, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste Anne de Bellevue, Quebec, Canada. H9X 1C0. In accordance with Canadian Immigration requirements, priority will be given initially to Canadian citizens and permanent residents of Canada

ARCHITECTURE

CARLETON UNIVERSITY. School of Architecture. Positions available, including one Visiting position (rank open) for one year beginning July 1, 1986. Candidates should have B. Arch and higher degree or equivalent, also teaching and professional work experience. Should be prepared to teach Design Studio and one or more of the following specializations. Theory and History of Architecture. Landscape Architecture; Building Science; Building Technology. Send Curriculum Vitae and the names of three referees to: Dr Alberto Perez-Gomez, Director, School of Architecture, Carleton University, Ottawa, Ontario. K1S 5B6. Closing date February 1, 1986. These positions are available subject to budgetary approval and are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ART & DESIGN

UNIVERSITY OF ALBERTA. Art and Design History. The Department of Art and Design at the University of Alberta invites applications from both men and women for a Full-Time Continuing appointment in the History of Art and Design at the Assistant Professor level (starting salary · $30,316.00, 1985/86 scale). Subject to the availability of funds, the starting date will be July 1, 1986. Applications are invited from individuals that could contribute to the Department's offerings, which concentrate on Western Art, Architecture and Design of the 19th and 20th Century. Specialization in 20th Century is desirable. The appointee will be required to teach some survey courses as part of the teaching load. Ph D. in art history required. Publication record and teaching experience desirable. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Complete applications, including c.v., and the names and addresses of three referees should be sent by January 30th, 1986 to Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9, Canada. If available, copies of articles are desirable.

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Ceramics. Half time Ceramics Instructor · One year position. Contract begins July 1, 1986 and extends to June 30, 1987. Qualifications include teaching experience; a recent exhibition record; an M.F.A. or equivalent professional experience. The successful candidate will teach Introductory, Intermediate or advanced classes in ceramics as assigned. Knowledge of glaze chemistry, clay body formulation, simple mold making and hand building techniques required. Ability to teach foundation and basic drawing courses also required. An understanding of historical and contemporary developments in ceramics is assumed. Send a full curriculum vitae, slide portfolio and names of three references before January 30, 1986 to Alan Barkley, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. This notice is directed, in accordance with Canada Employment regulations, to Canadian Citizens and permanent residents.

UNIVERSITY OF ALBERTA. Art and Design. The Department of Art and Design at the University of Alberta invites applications for the following temporary teaching positions: Spring (May 5 to June 13): 1) Art History 201/202 (Introductory Survey); 2) Art 231 (Visual Fundamentals); 3) Painting; and 4) Drawing. Summer (July 7 to August 15): 5) Art History 305/355 (19th Century), 6) Art 231 (Visual Fundamentals); 7) Photography. Art History courses involve a two-hour and twenty-minute lecture per day, five days per week. Studio courses involve five hours per day, five days per week. Approximate salary for a full course equivalent. $3,671.00 to $5,171.00 (according to rank), plus travel allowance (where applicable) and lab assistantship (where applicable). The University of Alberta is an equal opportunity employer, but in accordance with the Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Complete applications, including a letter of application, curriculum vitae and the names of two referees should be sent by February 28, 1986 to Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9. Applicants for studio teaching should include 20 to 25 slides of work. Applicants to Art History teaching should include a sample of published articles.

ART EDUCATION

UNIVERSITY OF SASKATCHEWAN. Art Education. The Department of Art and Art History, University of Saskatchewan, invites applications for a tenurable position in Art Education, beginning July 1, 1986. The successful candidate will contribute to an intense and demanding programme at all undergraduate levels and will assume responsibility for coordination of the Art Education area. Doctorate or near in Art Education and some teaching experience are required. The position is at the Assistant Professor rank, salary $29,000 to $38,000, depending upon qualifications. Send applications to Professor Hans Dommasch, Head, Department of Art and Art History, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, together with curriculum vitae, offprints of articles and the names and addresses of three referees with whom you have arranged for letters of reference to be sent directly to this address. Competition closes January 30, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ART HISTORY

UNIVERSITY OF TORONTO. Department of Fine Art/Graduate Department of History of Art. Applications are invited for a tenure stream appointment at the rank of Assistant Professor to commence July 1, 1986 (minimum salary at this rank for 1985-86 is $27,000), subject to budgetary approval. Ph.D required. Major area of specialization should be in Greek and Roman art ca. 300 B.C. · 300 A.D. (with particular reference to sculpture and/or painting and mosaic). An interest in Etruscan and early Italian art would be useful. University level teaching experience and a record of scholarly publication appropriate to career status is expected. Applicants should submit by January 25, 1986 a curriculum vitae and samples of scholarly work and should arrange to have at least three letters of recommendation sent directly to Professor R P. Welsh, Chairman, Department of Fine Art/History of Art, University of Toronto, Toronto, Ont., Canada, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF VICTORIA. Department of History in Art. Applications are being invited for a tenure track position of Assistant Professor in the area of Art and Architectural History of the Far East and Southeast Asia. A Ph.D in Art History is required, with evidence of innovative research. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. The position is subject to budgetary approval. Deadline: 1 February 1986. Applications including a curriculum vitae and the names of three references should be directed to Dr. Charles R Wicke, Chairman, Department of History in Art, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2

ACADIA UNIVERSITY. Department of Art. Applications are being accepted for a two-year tenure track appointment at the rank of assistant professor to teach Art History commencing July 1, 1986. Applicants should possess the Ph.D. and be able to teach courses in several of the following: Art History, Survey, Medieval, Renaissance, 17th and 18th Century, Modern, Canadian. Curriculum Vitae and three letters of recommendation should be sent to: Professor Michael Coyne, Head, Department of Art, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents.

BIOLOGY

McGILL UNIVERSITY. Department of Biology. Post Doctoral Position: Fish Ecology. Persons with research experience or interests in larval fish ecology, fish community dynamics, regulation of fish production and recruitment, or related areas, should send CV, statement of research experience and interests, and arrange to have three letters of reference forwarded to Dr W.C. Leggett, Department of Biology, McGill University, 1205 Ave Dr. Penfield, Montreal, H3A 1B1. Deadline January 30, 1986.

McGILL UNIVERSITY. Department of Biology. Research Associate. Larval Fish Ecology · PhD plus research experience in rearing of marine fish larvae, quantitative genetics, and experimental design required. Salary range $18,000 · 22,000 p.a.. Forward CV, statement of research experience and interest, and names of two potential referees, to Dr. W C. Leggett, Department of Biology, McGill University, 1205 Ave. Dr Penfield, Montreal, H3A 1B1. In accordance with Immigration Canada regulations Canadian citizens and landed immigrants will be considered first in this competition. Deadline for receipt of applications: 31 January 1986.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Management Science/Production, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are: Assistant Professor $30,316 to $43,780; Associate Professor $38,170 to $55,450; Professor from $48,970. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is an equal opportunity employer.

QUEEN'S UNIVERSITY. School of Business. Applications are invited for tenure-track or tenured positions in Accounting. Production/Operations Management, Management Information Systems and Finance. Qualified applicants in other areas will be considered. Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching will be at the B.Com., M.B.A. and Ph.D levels. Applications will be accepted until positions are filled but should be submitted by December 31, 1985. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V and names of three references to: Wm. E Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario. K7L 3N6

BUSINESS ADMINISTRATION & COMMERCE

BROCK UNIVERSITY. School of Administrative Studies. Department of Management and Marketing. Applications for tenure track and limited term appointments are invited in Business Policy; Computing and Management Information Systems, Introductory/General Management, Marketing; Operations Management, Organizational Behaviour/Theory; and Personnel Management/Labour Relations. DBA or PhD in Business Administration preferred, but ABD candidates expecting to complete by September 1987 will also be considered. Second career candidates with an MBA and several years of senior management experience are invited to apply for term appointments. Our honours BAdmin program, offered jointly with the Department of Accounting and Finance, is aimed at developing candidates for general management careers. Emphasis is placed on quality teaching supportive of the general management philosophy. A combination of research and community service consistent with the individual's interests, strengths and abilities is also expected. Brock is located in the 'Garden City' of St Catharines, a city of 125,000 with a moderate climate and within easy driving distance of Toronto and Buffalo. Research and consulting opportunities are available in our extensive industrial base. Send your application to Howard W. Prout, Chairman, Department of Management and Marketing, Brock University, St Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for a probationary appointment at the rank of assistant professor or associate professor in the areas of Marketing, Organizational Behaviour, Personnel Management and Business Policy. Applicants should hold a Ph.D. in one of the above areas or an MBA with considerable experience. Duties will include undergraduate teaching in one or more of the above areas. This position will be filled effective July 1, 1986. Salary ranges for 1985-86 are $26,398 to $38,002 for assistant professor and $32,729 to $52,242 for associate professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: Roger Wehrell, Head, Department of Commerce, Mount Allison University, Sackville, N.B., E0A 3C0. Closing date for receipt of applications is March 31, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for a probationary appointment at the rank of assistant professor or associate professor in the areas of Accounting, Finance and Quantitative Methods. Applicants should hold a Ph.D in one of above disciplines or an MBA or a professional designation. Duties will include undergraduate teaching in one or more of the above areas. This position will be filled effective July 1, 1986. Salary ranges for 1985-86 are $26,398 to $38,002 for assistant professor and $32,729 to $52,242 for associate professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: Roger Wehrell, Head, Department of Commerce, Mount Allison University, Sackville, N.B., E0A 3C0. Closing date for receipt of applications is March 31, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF NEW BRUNSWICK. Business Administration. The Division of Administration invites applications for a tenure-track position in Management Science/Information Systems to commence July 1, 1986, subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Qualifications required include the Ph.D or near completion. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until the position is filled. Please send C.V. and the names and addresses of three referees to Dr Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas (i) Accounting, (ii) Finance, (iii) Management Science, (iv) Information Systems, (v) Organizational Behaviour and Personnel, (vi) Marketing and Business Policy. Rank of Assistant, Associate or Professor, depends on qualifications and experience, preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science and Information Systems will be expected to contribute to the major field of the Ph.D program in Management Science/Systems, others to the minor. Applicants in the fields of personnel and organizational behaviour with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, I?a? = Z?g and practical experience. The availability of some positions is subject to budgetary approval. Appointment date is open; July 1, 1986 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4

ST. FRANCIS XAVIER UNIVERSITY. Business Administration. Applications are invited for tenure track or limited term position in accounting, marketing, management, organizational behaviour and personnel, in the Department of Business Administration for the 1986/87 academic year. Ph.D (or in progress) required for tenure track position. Relevant business, teaching or research experience is desirable. Responsibilities include undergraduate teaching, research and consulting. Rank and salary competitive and based on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to L T Gallant, Chair, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Human Resources, Marketing. Operations Management & Quantitative Business Analysis and Introductory Policy for the 1986-87 academic year. Qualifications: Lecturer up to Associate Professor. Duties. Undergraduate and/or graduate teaching. Applications accepted until positions filled and are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications to: Dr Bruce Fournier, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario. N2L 3C5

UNIVERSITY OF MANITOBA. Faculty of Administrative Studies. Applications are invited in the areas of (i) accounting, and (ii) finance. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open, July 1, 1986 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF NEW BRUNSWICK. Administration. University of New Brunswick, Fredericton. Faculty of Administration invites applications in: Accounting, Finance, Human Resources, Management including Business & Society and Organizational Behavior, Marketing, Quantitative Methods, Management Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Some term positions at the rank of Lecturer may be available; qualification a good MBA. Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1986 or January 1, 1987 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr. K P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3

SAINT MARY'S UNIVERSITY. Commerce. Assistant/associate professor, tenure-track position to begin September 1986. Ph.D. or ABD near completion in marketing. Preferred teaching areas: Marketing Research, Channels, Marketing Policy. Good publication record required for associate rank. Teaching load is nine hours per semester; Research/publication expected and encouraged. Dynamic MBA and undergraduate program. Competitive salary, good travel funds. University is publicly funded; enrolment of 4,500. Halifax has an excellent quality of life index. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send resume to Dr. Nathan D. Kling, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3.

UNIVERSITY OF WATERLOO. Business Administration. Accounting · Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) managerial accounting (iii) information systems. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1986 or by arrangement. Appointments available until positions filled. Send resumes to Dr Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph D graduates appointed as Assistant Professors wherever possible

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure-track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management, etc), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. PhD (or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send resume to Dr Eric N West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill a number of tenure stream and leave replacement positions. A Ph.D. is desirable, either in Business or in related disciplines. Those with MBA's will be considered, especially if they plan to enter a doctoral programme. Duties include undergraduate teaching in one or more of accounting, finance, management and information systems, marketing, personnel, and industrial relations. Effective date of appointment is July 1 or September 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications and resume should be addressed to Chairman, Appointments Committee, School of Business Administration, Acadia University, Wolfville, N.S., B0P 1X0.

MOUNT SAINT VINCENT UNIVERSITY. Business Administration. Mount Saint Vincent University. Department of Business Administration, invites applications for full-time and leave-replacement positions beginning July 1, 1986, in the areas of Accounting, Finance, Marketing and Management. The ability to teach effectively and willingness to engage in productive individual and/or group research is expected. Qualifications Ph.D or DBA in the appropriate area preferred. Those candidates with MBA plus appropriate business experience may also be considered. Rank and salary in accordance with qualifications and experience. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

CHEMISTRY

UNIVERSITY OF VICTORIA. Department of Chemistry. A tenure-track opening exists at the Assistant Professor level in Physical Chemistry, appointment effective 1 July 1986. The successful candidate will be expected to conduct an active research programme and to teach at the undergraduate and graduate levels. Applicants should possess a Ph.D. with a strong academic background. Applications consisting of a curriculum vitae, including a list of publications, outline of proposed research, and the names and addresses of three referees should be sent to the undersigned prior to March 31, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Dr. G.A. Poulton, Chairman, Department of Chemistry, University of Victoria, P.O. Box 1700, Victoria, B C., V8W 2Y2.

UNIVERSITY OF ALBERTA. Department of Chemistry. Applications are invited for a Research Associate position in the area of the chemistry and biology of fungal metabolites. The successful candidate must have a Ph.D. in organic chemistry and research experience in the chemistry of fungal metabolites. A knowledge of and experience in culturing techniques is essential, as well as experience in the isolation and structure determination of fungal metabolites. A knowledge of biosynthetic techniques using 13C nmr will be advantageous. The initial salary will be in the range of $18,420-$21,000, depending on experience. The position is funded for three years, subject to annual renewal of funding. Completed applications with a list of publications and three professional referees must be received by February 15, 1986. Respond to: Dr W A Ayer, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is an equal opportunity employer but in accordance with Canadian Employment and Immigration regulations this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Chemistry. The University of New Brunswick, Saint John Campus, is seeking applications for the position of Instructor in Chemistry (establishment position). This is an 8-month full-time appointment from September, 1986 to April 30, 1987. The appointee has responsibility for all chemistry laboratories, as assigned. A BSc or MSc in Chemistry is required. Salary will depend on qualifications and experience. Letters of application, including a C.V and the names and addresses of 3 referees should be sent to: Dr P McGahan, Dean of Faculty, University of New Brunswick, P O Box 5050, Saint John, N.B., E2L 4L5. Closing date. When position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. The University of New Brunswick, Saint John Campus, is seeking applications for the position of Assistant/Associate Professor of Chemistry (tenure track). The appointee is required to teach organic chemistry at the sophomore and third year level, and would be encouraged to pursue graduate-level teaching. A PhD in organic chemistry is required, and a strong commitment to research is essential. Salary will depend on qualifications and experience. Letters of application, including a C.V and the names and addresses of 3 referees should be sent to: Dr. P McGahan, Dean of Faculty, University of New Brunswick, P O. Box 5050, Saint John, N B., E2L 4L5. Closing date: When the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Chemistry (Organic). Applications are invited for a tenure-stream position in the Department of Chemistry beginning July 1, 1986. Candidates should possess a Ph.D. in Chemistry and have an interest in and the ability to teach organic chemistry, particularly in the physical-organic or biochemical areas. The commencing rank and salary will depend on the candidate's qualifications and experience. Applications with curriculum vitae and the names of three referees should be addressed to: Dr K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Que., J1M 1Z7

UNIVERSITY OF TORONTO. Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained: Professor S G Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada. M5S 1A1

MOUNT ALLISON UNIVERSITY. Department of Chemistry. Applications are invited for a one year sabbatical replacement position, subject to budgetary approval, at the rank of assistant professor. Applicants should hold a Ph D., preferably with post-doctoral and/or teaching experience. Duties will include teaching organic chemistry at the introductory and advanced levels (physical organic). It is also possible that the appointee will be required to participate in teaching of first year general chemistry. Facilities for research, especially with undergraduate students, will be available. This position will be filled effective July 1, 1986 Salary range for assistant professor for 1985-86 is $26,298 to $38,002 Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr K A H Adams, Head, Department of Chemistry, Mount Allison University, Sackville, N B, E0A 3C0 Closing date for receipt of applications is when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF GUELPH. The Department of Chemistry and Biochemistry. Position available in NMR Spectroscopy. The University of Guelph is planning to strengthen further its specialization in NMR by extending its areas of emphasis into biological NMR and NMR Imaging Duties for the position advertised include: (a) managing the state-of-the-art use of the high field NMR equipment presently in the South-West Ontario High Field NMR facility, (b) providing leadership in the development of new applications of high field NMR spectroscopy particularly in plant and animal biology (c) collaborating in research topics of mutual interest in biological NMR spectroscopy Applicants should have a Ph D, preferably in Chemistry-NMR Spectroscopy and should have extensive experience in modern high field NMR equipment An interest in developing applications in NMR imaging is an important consideration The position is expected to be filled at the academic rank of assistant or associate professor The appointment will be made jointly between the College of Physical Sciences and the Ontario Agricultural College and is available immediately Starting salary is negotiable. Please send application to Dr Edward G Janzen, Chairman, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. The following should be included in the application complete biographical information and a recent C V evidence of NMR experience and interest in NMR imaging; reprints of publications or reports, list of at least three references In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF GUELPH. Department of Chemistry and Biochemistry. Assistant Professor · Tenure Track · Synthetic Organic Chemistry The Department of Chemistry and Biochemistry is seeking outstanding candidates for a faculty position in synthetic organic chemistry Preference will be given to candidates whose expertise and research interests are directed towards synthesis of complex primary and secondary metabolites, nucleic acids and polynucleotides, amino acids, peptides, polypeptides and proteins or terpenoids and steroids. Candidates must have a Ph D. degree and post-doctoral, industrial or university teaching experience NSERC postdoctoral fellows and/or NSERC industrial or university research fellows are encouraged to apply Excellent growth potential exists within the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry which is a combined graduate program in chemistry and biochemistry at the Universities of Guelph and Waterloo. The position is available immediately Starting salary is negotiable Please address applications to Edward G Janzen, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario, N1G 2W1 The following should be included with all applications complete biographical data with publication list, reprints of recent papers, names and addresses of three professional references, copies of university transcripts, short research proposal, and statement of teaching or industrial experience In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents only

UNIVERSITY OF ALBERTA. Chemistry. Research associate This person will be expected to carry out research in the area of anticancer drug design and synthesis and study of their interactions with nucleic acids He or she should have a recent Ph D in pharmacy in this area of specialization and should have experience in the following areas. relevant drug design, small scale stereocontrolled synthesis, drug-receptor interactions In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada Salary range, depending on qualifications and experience $19,000 to $24,000 Applicants should arrange to have sent by January 31, 1986 a curriculum vitae and at least two letters of recommendation to Dr J William Lown, Department of Chemistry, University of Alberta, Edmonton, AB, T6G 2G2

CHINESE

YORK UNIVERSITY. Chinese. Tenure track appointment at the rank of Assistant Professor commencing July 1, 1986 in Chinese language and literature Position subject to University approval Ph.D in modern Chinese literature and teaching experience at the university level required Candidates should be able to teach all levels of Modern Standard Chinese to neophites as well as speakers of non-standard dialects, and offer courses in modern Chinese literature Salary dependent upon qualifications and experience In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents Application deadline is January 15, 1986 Applicants should arrange to send a covering letter stating interests relative to this position, updated curriculum vitae, names and addresses of three referees, attestation to demonstrated teaching skill and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3

CLASSICS

TRENT UNIVERSITY. Classical Studies Applications are invited for a nine or ten month appointment at the lecturer or assistant professor level commencing August or September, 1986 Applicants should have a Ph D or be near completion The successful candidate will develop and teach a general interest course in classical archaeology, teach a course in elementary Latin, and participate in one or two history or classical literature courses Applications with curriculum vitae and the names of three referees should be sent to Professor K H Kinzl, Chairman, Department of Classical Studies, Trent University, Peterborough, Ont, K9J 7B8 no later than 31 January, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Classics. 1 Assistant Professor (two year contractually limited term appointment) Candidates will be expected to teach courses in both Introductory Greek and Latin and a third course in Roman or Greek literature 2 Ph D with some teaching experience 3 To teach undergraduate students in both general and specialist programmes 4 Assistant Professor base · currently $27,000 5 C V, at least three letters of reference and evidence of excellence in teaching to Professor E W Dowler, Chairman, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4 6 Effective: 1 July 1986. 7 Deadline. 31 January 1986 In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF OTTAWA. Classical Studies. The Department of Classical Studies, consisting of eleven full-time professors, with programmes offered in English and French at the B.A., M A, and Ph D. levels, has one vacancy for an Associate or Full Professor in Latin Literature and/or Roman History (Late Republic and/or Early Empire) This appointment is intended above all to reinforce the Department's Ph D programme The primary consideration will be the quality of the candidate's teaching, research, and publications, and the recognition they have received. Duties are expected to include teaching in French and supervising theses in English and French Salary and rank in accordance with experience Applications will be accepted until January 15, 1986 They should be sent to: The Chairman, Department of Classical Studies, University of Ottawa, 30 Stewart Street, Ottawa, Ontario, K1N 6N5. Duties will begin July 1, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA. Département d'études anciennes. Le Département d'Études anciennes est à la recherche d'un professeur agrégé ou titulaire en littérature latine et/ou en histoire romaine (fin de la République et/ou début de l'Empire) Puisque le candidat devra apporter une contribution appréciable au programme de doctorat, une importance toute spéciale sera accordée à l'expérience dans l'enseignement, au dossier de publications et de recherche et au prestige dans la discipline Les fonctions de ce professeur comprendront normalement un enseignement en français et la direction de thèses en français et en anglais Salaire et rang: selon titres et expérience. Les candidatures seront acceptées jusqu'au 15 janvier 1986 Adresser lettre de candidature à: Le directeur, Département d'Études anciennes, Université d'Ottawa, 30 rue Stewart, Ottawa, Ontario, K1N 6N5 Entrée en fonction: le 1er juillet 1986 Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

COMBINATORICS AND OPTIMIZATION

UNIVERSITY OF WATERLOO. Department of Combinatorics and Optimization. Applications are being accepted for the position of Assistant or Associate Professor in the area of Deterministic Operations Research starting July 1, 1986 A recent Ph D degree is required and candidates should have proven ability, or the potential, for excellent research in the methodology of Operations Research. The ability to teach effectively at both the undergraduate and graduate levels is required. The candidate should also have interests in the application of techniques of Deterministic Operations Research to problems in business, industry and commerce, and experience in this area is essential. The successful candidate will be encouraged to continue his/her involvement in such applications through research contacts The appointment is expected to enhance the Department's ability to support education in the area of Operations Research at both the graduate and undergraduate levels Salary and rank will be commensurate with qualifications and experience Interested individuals should send resumes and the names of three referees to Professor P J Schellenberg, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval

UNIVERSITY OF WATERLOO. Department of Combinatorics and Optimization. Applications are being accepted for the position of Assistant, Associate or Full Professor in the area of Combinatorics and/or Combinatorial Optimization, starting July 1, 1986. For a senior appointment, the primary criterion for selection will be the quality of the candidate's research accomplishments and the recognition they have received This excellence in research should be complemented by effective teaching at both the undergraduate and graduate levels For a junior appointment, selection will be based on the potential for excellence in research and teaching. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send resumes and the names of three referees to Professor P.J. Schellenberg, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval The University of Waterloo prefers to make junior appointments; however, in the case of an applicant with outstanding qualifications, a senior appointment will be considered

COMMUNICATION

UNIVERSITY COLLEGE OF CAPE BRETON. Department of Languages, Letters and Communication. Title of positions: Assistant Professor, tenure-track appointments, pending administrative approval Qualifications Position No. 1 Ph D. or M A (at ABD level) with an emphasis in at least two of the following areas interpersonal communication, nonverbal behavior, voice and articulation, argumentation and debate, plus college teaching experience Position No 2· Ph D or M A (at ABD level) with an emphasis in group dynamics or organizational communication. Nature of duties Teach undergraduate courses at fundamentals level plus specialty. Salary offered Salary negotiable depending on qualifications Person to be addressed Send application, including updated resume and confidential file, to Professor Harold Barrall, Chairperson, Department of Languages, Letters & Communication, University College of Cape Breton, Sydney, Nova Scotia, B1P 6L2. Effective date of appointments· 1 July 1986 Deadline for applications: 31 December 1985 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

COMPUTER SCIENCE

UNIVERSITY OF OTTAWA. Computer Science. The Department of Computer Science, University of Ottawa invites applications for tenure-track positions A Ph D in Computer Science or a closely related discipline is required Responsibilities will include teaching at the undergraduate and graduate levels, research and administrative activities Bilingualism (French and English) is an asset In accordance to immigration regulations this advertisement is addressed only to Canadian citizens or landed immigrants. Applications will be received until the positions are filled To apply send curriculum vitae and names of three references to Dr. J. Raymond, Chairman, Computer Science Department, University of Ottawa, Ottawa, Ontario, K1N 9B4

ACADIA UNIVERSITY. School of Computer Science. Several tenure track and limited term appointments in any specialty available July 1, 1986 Ph D. in Computer Science or closely related field preferred but M Sc applicants considered, especially in hardware and database management Undergraduate and M Sc teaching, usual administrative duties, research, and curriculum development Rank and salary commensurate with qualifications and experience Applications should include C.V and addresses and phone numbers of at least two referees. Apply to: Dr. Wayne Brehaut, Chairman of Selection Committee, School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0 Write or phone (902) 542-2201 (468), for further information. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

QUEEN'S UNIVERSITY. Computing & Information Science. Applications are invited for a tenure-track position at the Assistant Professor rank Applicants in any area of Computing Science are encouraged to apply The Department has 18 full-time faculty supported by four technical and three office staff Research activity is mainly in systems and languages, theoretical topics, information systems, and applications We have approximately 50 full-time M Sc graduate students and have started a new Ph D program in 1985. Resource support includes an IBM 3081 system running VM/CMS in the Computing Centre, plus Departmental facilities that include a VAX-11/780, a VAX-11/750, SUN 2 SYMBOLICS 3600, and a variety of other machines and special equipment. Kingston is located midway between Toronto and Montreal in one of the prime recreational areas in Canada Housing costs are among the lowest in the country Candidates of both sexes are equally encouraged to apply; in accordance with Canadian Immigration requirements this advertisement is directed particularly to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three references by February 26, 1986 to: Glenn H MacEwen, Head, Computing and Information Science, Queen's University, Kingston, Ontario, Canada, K7L 3N6 Telephone: 613-547-2915.

UNIVERSITY OF GUELPH. Computing And Information Science. Applications are invited for a tenure-track position at the Assistant Professor level Candidates with proven research abilities and an earned Doctorate in Computer Science will be considered, preference will be given to applicants with expertise in the areas of Interactive Software, Distributed Systems, Information Management and Knowledge-based systems. Candidates will be expected to teach courses in these areas. The Department consists of fourteen faculty members, has a substantial commitment to research, and is actively pursuing plans for a graduate program The Department's computer facilities include two VAX 11/780 systems, one with UNIX, as well as a variety of other machines and special equipment. The University computing centre consists of two IBM 4381 systems and an FPS 164 Array Processor, which are available for both teaching and research activities. Salary will be commensurate with qualifications Letters of application, a curriculum vita, and three reference contact names should be forwarded to the Chairman, Department of Computing and Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment will commence July 1, 1986, with teaching responsibilities beginning September 1, 1986, although the position will remain open until a suitable candidate is found. Telephone 519-824-4120, extension 2250 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

UNIVERSITY OF TORONTO. Department of Computer Science. Invites applications for one or two senior faculty positions with rank and salary to be determined by the successful applicant's past experience and qualifications, subject to budgetary approval We will consider applicants with proven research abilities in the following areas 1) Computer Graphics · realistic image synthesis, motion understanding and modelling, display systems architectures and interaction techniques A demonstrated ability to help organize and lead a sizeable Computer Graphics Research Lab is essential, 2) Numerical Analysis/Scientific Computing · with a strong interest in numerical software The successful candidate will be expected to play a leading role in the development of a scientific computing group that has been formed in the Department of Computer Science, 3) Systems Software - software for embedded systems, microprocessor systems (possibly distributed), real-time software, operating system design and language design for system software. An interest in robotics is desirable Appointments may commence either July 1, 1986 or January 1, 1987 Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision and research Apply in writing to · Professor Derek G Corneil, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A4, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 15, 1986. Note In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF TORONTO. Departments Of Computer Science And Psychology: Joint Appointment. The Departments of Computer Science and Psychology invite applications for a senior joint faculty position, with rank and salary to be determined by the successful applicant's past experience and qualifications, subject to budgetary approval The successful applicant must have proven research abilities and track record in the sub-area of Artificial Intelligence known as Computational Vision, with a particular emphasis on the relationship between biological and computational vision. Joint research activities in biological and computational vision at the university involve two faculty members in Computer Science, two faculty members in Physiology and one faculty member in Psychology, in addition to over a dozen graduate students The research interests of the group include motion perception, image understanding, cooperative computation, and hierarchical filter mechanisms for early vision. The group is focusing on the interactions of the biological sciences with computation, and the successful applicant must therefore be familiar with the psychology of perception as well as the physiology of biological visual systems. The candidate must have proven research capabilities in bridging the computational and biological sciences, and preference will be given to those candidates whose research interests complement one of the above specific areas. Appointments may commence either January 1, 1986, or July 1, 1986 Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision, and research. Apply in writing to one of the department chairs: Professor Joan Foley, Chairman, Department of Psychology, or Professor Derek G. Corneil, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A4 together with curriculum vitae, and the names of at least three referees Deadline for application is December 31, 1985. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF TORONTO. Department of Computer Science. Invites applications for Assistant Professorships at all three campuses, commencing July 1, 1986 or January 1, 1987. Both tenure stream and contractually-limited (1-3 year) appointments are available, subject to budgetary approval. Salary commensurate with qualifications and experience Applicants should hold a Ph.D. in computer science, all areas will be considered Duties include teaching at the undergraduate and graduate levels, graduate student supervison and collaborative research. Apply in writing to · Professor Derek G. Corneil, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada, M5S 1A4, together with curriculum vitae, transcripts and three letters of reference. Deadline for application is January 15, 1986. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral Research positions Applications are invited from qualified candidates for one or two year Postdoctoral Research positions commencing July-September, 1986 in all areas of computer science. Stipend to $21,720 per annum, depending on qualifications (subject to review in 1986). Candidates should hold a Ph.D degree in computer science Send curriculum vitae, transcripts and three letters of reference no later than January 15, 1986 to Professor Derek G Corneil, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. Note: In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for three tenure track positions at the Assistant/Associate Professor level Candidates must have a Ph D. in Computing Science or related field. Responsibilities include research as well as teaching at the graduate and undergraduate levels Candidates from all areas will be considered, although preference will be given to those with expertise in the area of VLSI, Software Systems, Networks, Programming Languages, Software Engineering, Artificial Intelligence and Computer Architecture At least one appointment will be made in the area of VLSI or Software Systems Current hardware support includes an AMDAHL 5860, a network of VAX 11/780's, and well equipped mini and micro computer laboratories, access to a CYBER 205 is available. Salary range is $30,316 to $48,970 and is commensurate with qualifications and experience. Send Curriculum Vitae and names of three references to Dr Lee White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until December 31, 1985 The University of Alberta is an equal opportunity employer but in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. All qualified applicants are strongly urged to apply

UNIVERSITY OF WATERLOO. Computer Science. The University of Waterloo invites applications for a faculty position at the Assistant Professor level A recent Ph.D in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered Salary according to experience Applications should include a curriculum vitae and the names of three references and should be directed to Professor R B Simpson, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for one tenure track position in the Department of Finance and Management Science beginning September 1, 1986 Applicants should have a Ph D (or be near completion). The successful candidate will teach graduate and undergraduate courses in one or more of the following (1) information systems, (2) computer science, (3) data processing. The rank of the position is open and salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr J Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, (902) 429-9780 Ext 2325.

BROCK UNIVERSITY. Department of Computer Science and Information Processing. Applications are invited for a tenure-track position at the Assistant or Associate Professor rank Applicants should have a Ph.D. in Computer Science or a related field and/or equivalent industrial or commercial experience Applicants will be expected to participate fully in the instruction and development of the undergraduate program; they will also be expected to establish research programs in their areas of interest In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be sent as soon as possible, to Dr D McCarthy, Chairman, Dept. of Computer Science & Information Processing, Brock University, St Catharines, Ontario, L2S 3A1

CROP SCIENCE

UNIVERSITY OF GUELPH. Crop Science. Assistant/Associate Professor Crop production and management Full time probationary position (tenure track). Responsibilities would include undergraduate and graduate teaching, a basic research program in cropping systems with emphasis on corn production, and extension. Good field, growth room, and laboratory facilities are available as well as technical assistance. Applicants should possess a Ph.D in crop physiology or in related agronomic sciences and should have a good, general background in applied agriculture. Salary and rank commensurate with training and experience Closing date February 14, 1986 or when suitable applicant is identified Send resume, transcripts, and names and addresses of three references to: Dr J.W. Tanner, Chairman, Department of Crop Science, University of Guelph, Guelph, Ontario, N1G 2W1 Position subject to final budgetary approval In accordance with Canadian Immigration Regulations, priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF GUELPH. Crop Physiology/Production. Assistant Professor Full time probationary position (tenure track). Responsibilities include research on the physiology of forage crops, undergraduate teaching, graduate teaching, and extension. Good facilities for research (field, growthrooms, and laboratories) as well as technical assistance The position offers the opportunity to cooperate with other scientists in a forage research program Applicants should possess a Ph.D. in the physiology, biochemistry, ecology or management of crops, and be interested in conducting research aimed at a better understanding of productivity under field conditions Salary commensurate with training and experience. Closing date February 14, 1986 or when a suitable applicant is identified Send resume, transcripts. and names and addresses of three references to Dr J.W. Tanner, Chairman, Department of Crop Science, University of Guelph, Guelph, Ontario, N1G 2W1 Position subject to final budgetary approval In accordance with Canadian Immigration Regulations, priority will be given to Canadian citizens and permanent residents of Canada.

DENTISTRY

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. Applications are invited for a full-time academic position (tenure track) in the Division of Removable Prosthodontics Candidates should have graduate education in Fixed and Removable Prosthodontics, and demonstrate a strong potential for research activity. Rank and salary are commensurate with education and experience of an Assistant Professor ($30,316 · $43,780), or Associate Professor ($37,170 · $55,450). Applicants should be eligible for licensure in the Province The University of Alberta is an equal opportunity employer All inquiries should be forwarded by March 31, 1986 to Dr K W. Hinkelman, Chairman, Department of Restorative Dentistry, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8, Tel (403) 432-5849.

THE UNIVERSITY OF ALBERTA. Faculty of Dentistry. The Faculty of Dentistry has a full-time academic position (tenure track) available in the Division of Pathology Department of Oral Biology Responsibilities include research, teaching and a clinical and histopathological diagnostic service to the Province. Rank and salary are commensurate with education and experience of an Assistant Professor ($30,316 · $43,780) or Associate Professor ($37,170 · $55,450). Clinical applicants should be eligible for licensure in the Province. The University of Alberta is an equal opportunity employer In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All inquiries should be forwarded by January 31, 1986 to. Dr. J.W Osborn, Chairman, Department of Oral Biology, Faculty of Dentistry, University of Alberta, Edmonton, Alberta. Canada, T6G 2N8 Tel· (403) 432-5653.

DRAMA

UNIVERSITY OF GUELPH. Department of Drama. The Department of Drama, University of Guelph, invites applications for a tenure-track position at the Assistant Professor level for 1 July 1986. A Ph D is required, together with an ability to teach a wide range of courses within the Drama curriculum, both academic and practical. Candidates with expertise in some or all of the following areas are particularly encouraged to apply. Theatre History, Film Studies, Scenography, Acting. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a full curriculum vitae and names and addresses of three referees, should be directed to· Professor L.W Conolly, Chairman, Department of Drama, University of Guelph, Guelph, Ontario, N1G 2W1 Deadline for applications is January 31, 1986. Subject to final budgetary approval.

ECONOMICS

UNIVERSITY OF OTTAWA. Department of Economics. Applications are invited for a two year replacement position at the level of Assistant Professor, commencing on July 1, 1986, subject to budgetary approval Salary will be commensurate to experience Since the Department offers its programs in French and English, ability to teach in both of these languages will be a very important asset. Candidates must hold, or have almost completed, a Ph.D. We are interested in one of the following fields of specialization: economic development, public finance, economic history, mathematical economics and economic theory (micro and macro). However, outstanding candidates in other fields may also be considered Applicants must send their curriculum vitae, along with the names of three referees to Professor G. Grenier, Acting Chairman, Department of Economics, University of Ottawa, Ontario, K1N 6N5. The application deadline is January 10, 1986. In accordance with Canadian immigration requirements, this advertisement is addressed primarily to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA. Département de Science économique. Un poste de remplaçant pour une durée de deux ans commençant le 1er juillet 1986, au niveau de professeur adjoint, est ouvert, sujet à l'approbation budgétaire. Le traitement sera déterminé en fonction de l'expérience. Comme le Département offre ses programmes en français et en anglais, la capacité d'enseigner dans ces deux langues sera un atout très important. Les candidats doivent avoir un doctorat ou être sur le point de l'obtenir. Nous sommes intéressés à un des domaines de spécialisation suivants: développement économique, finances publiques, histoire économique, économie mathématique et théorie économique (micro et macro). Cependant, des bons candidats dans d'autres domaines pourront aussi être considérés. Les candidats doivent envoyer leur curriculum vitae et les noms de trois répondants au Professeur G. Grenier, Directeur intérimaire, Département de Science économique, Université d'Ottawa, Ottawa, Ontario K1N 6N5. La date limite est le 10 janvier 1986. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents.

THE UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, invites applications for summer session teaching positions in 1986. Undergraduate instructors in introductory economics, intermediate theory, and Canadian economic development required. Stipend $4,722 to $5,172 per full course equivalent (six weeks) depending on rank. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications (including complete curriculum vitae and names of three references) to Dr. Brian L. Scarfe, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4, by December 31, 1985.

McMASTER UNIVERSITY. Economics. The Department of Economics at McMaster University has a tenure-track position at the Assistant Professor level (subject to budget approval), in any major field of Economics, commencing July 1, 1986. Candidates are required to have demonstrated or have strong potential for innovative scholarly research and effective teaching. Closing date for application is January 15, 1986. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and names of referees should be sent to Dr S. Ahmad, Chairman, Department of Economics, McMaster University, Hamilton, Ontario, L8S 4M4.

DALHOUSIE UNIVERSITY. Department of Economics. The Department of Economics, Dalhousie University, invites applications for a full-time tenure-track position at the assistant professor or possibly at the associate professor rank commencing July 1, 1986. Salary depends on qualifications and experience. We are interested in someone with a strong background in theory and econometrics and a field of specialization in one or more of public finance, monetary, macroeconomics, economic history, development economics, resource economics. Candidates with a strong commitment to excellence in teaching and research should write, enclosing a curriculum vitae and description of their other fields of interest, before January 15, 1986 to Lars Osberg, Chairman, Staffing Committee, Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to employment of women.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Economics. Applications are invited for one tenure or tenure-stream position of the assistant, associate or full professor level starting July 1986. Preferred areas of specialization are public policy, development economics and quantitative methods. Ph.D. degree, with significant research experience or potential is required. Teaching experience desirable. Applicants for senior positions must be well established in the field with a strong scholarly record of research and publication. Salary commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent residents. Send vitae and names of three references to: Chairperson, Department of Economics, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7.

McGILL UNIVERSITY. Department of Economics. Opening for a distinguished professor. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specialization are open. Preference for candidates with a strong theoretical and quantitative publications record. Position carries tenure. Salary commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Send curriculum vitae and names of three referees. Position open till filled. Contact, Professor Jagdish Handa, Acting Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Economics. Applications invited for tenure track appointments at the rank of Assistant and Associate Professor. Subject to budgetary approval. Positions open till filled. Fields of specialization are open, with preference for strong analytical and quantitative skills. A Ph.D. (completed or near completion) required. Applications with c.v. and names of three referees should be addressed to Professor Jagdish Handa, Acting Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY. Economics. The Department of Economics, Trent University, invites applications for two or more appointments, term or tenure track at the rank of Lecturer/Assistant Professor, commencing 1 July, 1986. Responsibilities include research and undergraduate teaching in Theory, Natural Resource Economics, Mathematical Economics, Labour Economics, Development Economics, other fields will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their Curriculum Vitae along with names of three referees to Dr D.C.A. Curtis, Chairman, Department of Economics, Trent University, Peterborough, Ont., K9J 7B8.

SAINT MARY'S UNIVERSITY. Department of Economics. Applications are being accepted for a limited term appointment and a tenure-track position commencing September 1, 1986. Applicants should have a Ph.D. (completed or near completion), previous teaching experience and a strong commitment to both undergraduate teaching and research. Fields are open, but applicants with successful innovative experience at the introductory economics level are of particular interest. The positions are subject to budgetary approval. In accordance with Canadian immigration regulations, applications from Canadian citizens and permanent residents will receive prior consideration. Applications, including curriculum vitae and the names of three references, should be forwarded to: Dr. Andrew S. Harvey, Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until the positions are filled.

UNIVERSITY OF WINNIPEG. Department of Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1986 (subject to budgetary approval). Applicants for the position should have a Ph.D. (completed or near completion). The successful candidate must have a strong commitment to undergraduate teaching and research. The Department is particularly interested in attracting candidates in Economic History and Labor Economics, although strong candidates in other fields are encouraged to apply. The rank is at the Assistant Professor level, but individuals with exceptional qualifications will be considered at a higher rank. In accordance with Canadian Immigration requirements, first preference must be given to Canadian Citizens and permanent residents. Applicants should send curriculum vitae and name of at least three referees to: Professor D.J. Snidal, Chairman, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada R3B 2E9.

THE UNIVERSITY OF WESTERN ONTARIO. Economics. Instructor. Work towards PhD or equivalent qualification desirable, but MA's or equivalent qualification considered. Excellence in teaching is required. These are limited-term positions, and appointments may be made for periods of not less than one and not more than two years. Any candidate who is actively working towards the PhD, or equivalent qualification, may be appointed at the rank of Lecturer, and any candidate with a completed PhD or equivalent qualification is eligible for appointment at the rank of Assistant Professor. The limited term nature of the position will not be changed but candidates appointed at a rank other than Instructor will have duties commensurate with the rank at which they are appointed. Duties of Instructors include teaching various undergraduate courses in economics, including Principles of Economics. Salary floor $17,520. Contact Professor Michael Parkin, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1986. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1986.

McGILL UNIVERSITY. Economics. McGill University, Department of Economics, Faculty of Arts invites applications to teach in the Summer Session of 1986. Three courses are available, subject to budgetary approval: Economics 200C, Economic Analysis and Applications (offered May 5 to July 9), Economics 302L, Money and Banking (offered June 4 to August 7); and Economics 317L, Economic Statistics (offered June 4 to August 7). Salary: Lecturer, $3,300; Assistant Professor, $3,500; and Associate Professor, $3,700. Applications with names of three referees should be addressed to Professor Jagdish Handa, Acting Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Economics. Assistant, Associate or Full Professor of Economics - position subject to budgetary approval. A tenure track position is available in either Econometrics or East Asian Studies, rank open. At the Assistant Professor level, candidates must have at least three years of post-doctoral experience and show potential of becoming recognized scholars of international reputation and good teachers. Candidates for an Associate or Full Professor position must be scholars of international reputation and good teachers. Appointment at the rank of Full Professor will be made with tenure from the outset. Appointment at the Associate level may be made with tenure. Appointment effective July 1, 1986, salary commensurate with qualifications. Interested candidates should write by December 31, 1985 providing a c.v. and the names of 3 references to: M.A. Fuss, Chairman, Department of Economics, 150 St. George St., University of Toronto, Toronto, Ontario, M5S 1A1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. An equal opportunity employer.

EDUCATION

THE UNIVERSITY OF LETHBRIDGE. Educational Foundations. Faculty of Education. For a probationary (tenure-track) appointment (budget permitting) in Educational Foundations, with specializations in Comparative International and Development Education. To begin July 1, 1986. Qualifications: Demonstrated background, expertise and ability to display leadership in educational foundations with special emphasis on the fields of comparative, international and development education. Demonstrated teaching excellence at public schools and University levels. Experience in supervising student teachers and working effectively with cooperating teachers; Interest and expertise in research; A second area of expertise enabling the candidate to participate in at least one other area of teacher education is essential; Ability to teach undergraduate and graduate level courses. Doctorate or near completion. Salary: Commensurate with qualifications and experience. The appointment is expected to be made at the Assistant Professor level (1985-86 range: $29,000 to $36,750). Closing Date for Applications: January 15, 1986. Letter of application, full curriculum vitae and names of three references to be sent to: Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

THE UNIVERSITY OF LETHBRIDGE. Mathematics Education. Faculty of Education. For a probationary (tenure-track) appointment in Mathematics Education, to begin July 1, 1986. Qualifications: Demonstrated background and expertise in mathematics education, K-12. Experience in supervising student teachers and working effectively with cooperating teachers; Ability to work with mathematics teachers in professional development activities and to assume leadership in developing the mathematics education program of the Faculty of Education; Demonstrated teaching excellence in public schools and University levels and skill in curriculum and Instructional development, Interest and expertise in research, A second area of expertise enabling the candidate to participate in at least one other area of teacher education is essential; Ability to teach undergraduate and graduate level courses; Doctorate or near completion. Salary: commensurate with qualifications and experience. The appointment is expected to be made at the Assistant Professor level (1985-86 range $29,000 to $36,750). Closing Date for Applications: January 15, 1986. Letter of application, full curriculum vitae and names of three references to be sent to: Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant Professor in art education. Requirements include experience in public school teaching, knowledge of current curriculum practices and familiarity with the application of microcomputer technology to art education desirable. Preference will be given to candidates with a demonstrated interest in curriculum development and research on instruction. The appointee will be expected to teach at the graduate and undergraduate level and to develop a program of research and publication in his or her field of academic specialization. The final budget authorization, be effective on July 1, 1986 or soonest thereafter. Preference will be given to applicants eligible for employment in Canada at the time of application. Send full curriculum vitae and the names of three referees to Dr. Jaap Tuinman, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be received until January 15, 1986.

THE UNIVERSITY OF MANITOBA. Continuing Education. The continuing Education Division at The University of Manitoba invites applications for the position of Instructional Designer. Applicants will be expected to have a graduate degree in instructional design (or a related field) and experience in the development and design of distance education courses and course materials. The incumbent will be responsible for working with faculty members to develop and implement correspondence courses and teleconference courses. The successful applicant will be offered a contingent appointment at the rank of Instructor. The appointment will be at a level commensurate with qualifications and experience. Please send an application including curriculum vitae and the names of three referees to Dr. G. Thompson, Associate Dean, Continuing Education Division, the University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment April 1, 1986. Closing date for receipt of applications: December 31, 1985.

YORK UNIVERSITY. Faculty of Education. York University, Faculty of Education, invites applications for 12 appointments, all of which may be tenure stream or term depending on candidate qualifications and interests: (1) in foundations (socialization and child development, classroom interaction and group processes), (2) in science education, primarily in the elementary school curriculum; (3) in educational administration, (4) and (5) in the pedagogical use of computers across the curriculum and across school age levels (at least one position including the application of computers to special education); (6) in curriculum theory (curriculum design and evaluation and the social context of curriculum including relations between school and society, political influences and critical pedagogy), (7) in language and learning problems; (8) primarily in the education of the hearing impaired with ability to contribute to other programme areas; (9), (10), (11) and (12) in pedagogy (curriculum design, methods of teaching, language arts, etc.) primarily in elementary education. For all positions, candidates should have, successful school-based experience, a strong record of scholarly and teaching excellence, an appropriate advanced degree or equivalent achievement, a demonstrated ability to collaborate with field and university colleagues, and research, methodology and/or programme design expertise. Candidates for tenure stream positions must be able to participate in the Faculty's graduate, in-service and pre-service programmes. Rank and salary will be commensurate with qualifications and experience. All positions would commence September 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent as soon as possible to: Dean Andrew Effrat, Faculty of Education, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.

UNIVERSITY OF ALBERTA. Faculty of Education. Applications are invited for a Lanuage Arts position in the Department of Elementary Education at the Assistant Professor level (salary floor $30,316 per annum, under review). Date of appointment July 1, 1986. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in language arts education, development of general teaching skills through supervision of field experience and related course work, and graduate supervision. Candidates should have academic background in language arts education with a specialization in language or reading. Other desirable qualifications include interest/competence in computer applications and/or drama education. Doctorate (or near completion) and teacher certification required. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date January 31, 1986. Applications including a current curriculum vitae and names of referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, the University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Education. Adult Education Appointment July 1, 1986. Location, Fredericton, New Brunswick. Qualifications: Doctorate in Adult Education. Record of successful teaching and publication, as well as recent significant professional experience in Adult Education. Adult Education, as a field of study, is a new thrust for the Faculty of Education. The position is offered contingent upon program approval by the Senate and subsequent budgetary approval of the position. Successful candidate will be expected to administer an expanding program as well as to teach at graduate and undergraduate levels. Salary and Rank Commensurate with qualifications and experience. Application with c.v. and names of three references to: Andrew S. Hughes, Dean of Education, University of New Brunswick, Bag Service 45333, Fredericton, N.B. E3B 6E3, Canada. Application Deadline February 28, 1986. (In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.)

UNIVERSITY OF VICTORIA. Faculty of Education. The Faculty of Education will require Sessional Instructors during the 1986 Summer Session. Applications are invited for the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling, Educational Administration, Reading and Language Arts, Physical Education; Special Education; Undergraduate Courses: Physical Education; Mathematics Education; Science Education; Social Studies, Reading/Language Arts; Foundations, Educational Psychology; Exceptional Children; Learning Disabilities; Counselling, Media and Library Education. Preference will be given to candidates eligible for employment in Canada at time of application. Send application letter and curriculum vitae, by March 1, 1986, to: Dr. R.L. Williams, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

UNIVERSITY OF VICTORIA. Science Education. Applications are invited for a tenure-track position, Assistant Professor rank, commencing July 1, 1986. Candidates should possess a doctorate or equivalent with an academic background in biological sciences and elementary science education. Additional background in either health; science, technology and society; or curriculum implementation would be considered an asset, and an interest in research is expected. Salary dependent on qualifications and experience. Letters of application, curriculum vitae, and names of three references should be sent by February 15, 1986, to Dr. E.E. Owen, Chairman, Dept. of Social and Natural Sciences, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian Immigration requirements, preference is given to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Educational Foundations. Applications are invited for a tenure-track position, Assistant Professor rank, commencing July 1, 1986. Candidates should have a doctorate and academic background to teach in two or more of the following Educational Foundations areas: Philosophy, History, Sociology and Anthropology. Graduate and undergraduate teaching responsibilities. Salary dependent on qualifications and experience. Letter of application, curriculum vitae, and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by March 15, 1986, to Dr. Arthur Olson, Chairman, Dept. of Communication and Social Foundations, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. In accordance with Canadian Immigration requirements, preference is given to Canadian citizens and permanent residents.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Summer Session. The Ontario Institute for Studies in Education will require sessional instructors during the 1986 Summer Session to teach graduate level courses (subject to budgetary approval). Applications are invited for the following areas: Applied Psychology (1 course: Critical Issues in Applied Psychological Theory and Research), Curriculum (6 courses: Recent Developments in Secondary School English Curriculum and Instruction, Theoretical and Practical Issues Related to the Teaching of Reading and Writing in the Secondary School; Overview of Language Teaching Theory and its Relationship to some Major Underlying Disciplines; Creative Arts in the Curriculum from an Experiential Base (applicants should have expertise in more than one art form), Study of Visual Arts Therapies and the Cognitive and Emotional Development of Children, Recent Research and Theory on the Relation Between Gender and Knowledge Acquisition in Mathematics), Measurement, Evaluation, and Computer Applications (2 courses: Computers in the Curriculum, Analysis of Multilevel Data), Sociology in Education (2 courses: Sociological Theory in Education, Applied Sociology of State Information). Minimum qualifications normally include an earned doctorate in relevant discipline qualified to teach courses at the master's and doctoral level, record of scholarly research and publications in relevant area, and recognized expertise and demonstrated scholarly productivity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae, by January 15, 1986, to: Dr. Michael Fullan, Assistant Director (Academic), OISE, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

UNIVERSITÉ LAVAL. Faculté des sciences de l'éducation. Professeur en didactique de l'enseignement moral. Tâche: Enseignement aux premier, deuxième et troisième cycles dans les domaines suivants: didactique de l'enseignement moral au primaire et secondaire; didactique et développement moral, éducation des émotions et éducation morale. Encadrement d'étudiant(e)s gradué(e)s et supervision de thèses et d'essais. Recherche. Qualifications. Doctorat en philosophie morale ou l'équivalent ainsi qu'une formation dans le domaine de l'enseignement et de la recherche en éducation. Ou bien un doctorat en psychologie avec spécialisation dans le domaine du développement moral ainsi qu'une formation et une expérience en éducation. Ou encore un doctorat en sciences de l'éducation avec une formation de deuxième cycle en philosophie ou théologie morale ou bien en psychologie du développement moral. Expérience d'enseignement dans le domaine de l'éducation morale. Traitement et conditions de travail: suivant la convention collective. Date d'entrée en fonction, 1er juin 1986. Faire parvenir curriculum vitae et références avant le 1er février 1986 à: M. Daniel Poulin, directeur, Département de didactique, Faculté des sciences de l'éducation, Université Laval, Québec, G1K 7P4.

UNIVERSITY OF ALBERTA. Department of Secondary Education. Applications are invited for a tenure track position for curriculum and instruction in English Education in the Department of Secondary Education at the Assistant Professor level (current floor at $30,316.00 per annum). Date of appointment July 1, 1986. Doctorate in English Education required. Main duties involve (1) undergraduate level instruction in Secondary School English Curriculum and instruction integrated with practicum and supervision of practicum, and (2) graduate level instruction in advanced English curriculum and instruction, and supervision and advisement of graduate students in English Education at master's and doctoral levels. Successful teaching of English at Secondary School level and experience in instruction in English Education at teacher education level highly desirable. Understanding of curriculum orientations that ground alternative approaches to English curriculum, teaching and research desired. Experience in English curriculum development, implementation and evaluation desirable. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date is January 31, 1986. Applications including a current curriculum vitae, evidences of scholarly contributions to English Education literature, and names of three referees should be sent to Dr. K.G. Jacknicke, Chairman, Department of Secondary Education, The University of Alberta, Edmonton, Alberta, T6G 2G5.

UNIVERSITY OF SASKATCHEWAN. College of Education. The College of Education invites applications for a tenure-track position in Language Arts Education in the Department of Curriculum Studies. Qualifications: Doctorate, or work on doctorate in progress, and successful teaching at the elementary and middle-year levels. Responsibilities: 1) to teach undergraduate and graduate courses in elementary language arts, children's literature, educational drama, and related courses, 2) to supervise student teaching and internship, 3) to advise graduate students in English Language Arts, 4) to participate actively in in-service work, 5) to encourage and conduct research. Rank And Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1986. Deadline: February 15, 1986. Apply To: Dr. S.D. Robinson, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Please Note: This position is subject to budget approval. The University of Saskatchewan is an equal opportunity employer. However, in accordance with the Canadian Immigration requirements, this ad is directed primarily to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. College of Education. The College of Education invites applications for a tenure track position in Reading Education in the Department of Curriculum Studies. Qualifications: Doctorate, and successful teaching in the Elementary/Junior or Senior High School. Experience at the secondary level and with adult learners would be helpful. Responsibilities: 1) Teach undergraduate and graduate courses in Reading, supervise interns and student teachers, and teach related courses, 2) Advise graduate students in Reading, 3) Participate actively in in-service work, 4) Encourage and conduct research. Rank And Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1986. Deadline: February 15, 1986. Apply To: Dr. Sam Robinson, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

QUEEN'S UNIVERSITY. Faculty of Education. Elementary Science Education. Applications are invited for a tenure-track position to commence on July 1, 1986 at the earliest. Salary, rank and starting date are negotiable. The successful candidate will assume a major teaching role in the Bachelor of Education program (Elementary Science), and should be prepared to teach in the Continuing Education and Graduate programs. The candidate will be expected to maintain an active research and development program in Science Education. Applicants for this position should have a Ph.D. or Ed.D. degree in Science Education. They will have a distinguished teaching record at the elementary level, as well as a record of research and scholarly accomplishments. Demonstrated leadership in curriculum development and program implementation in elementary-school science are important assets. The closing date for applications is March 7, 1986. Applications with full curriculum vitae and the names and addresses of three referees should be sent to Dr. T.R. Williams, Dean, Faculty of Education, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents.

ENGINEERING

THE UNIVERSITY OF BRITISH COLUMBIA. Civil Engineering. The Department of Civil Engineering of the University of British Columbia invites applications for a tenure track position at the Assistant Professor level in the hydro-technical field. The successful candidate will be expected to take part in the teaching of undergraduate fluid mechanics and hydraulics courses, plus be strongly involved in graduate teaching and research. The preferred area of research interest and expertise in coastal and estuary processes and hydrodynamics, but candidates with other specific interests will be considered. Qualifications should include a Ph.D. and evidence of research potential. Appointments will be effective July 1, 1986. Salary will be commensurate with qualifications. Application deadline is February 7, 1986. In accordance with Canadian Immigration requirements, this is directed to Canadian citizens and permanent residents. The position will be filled subject to final budgetary approval. Please submit applications, including a personal resuma and the names of three referees to Dr. W K Oldham, Head, Department of Civil Engineering, The University of British Columbia, Vancouver, B C, V6T 1W5

UNIVERSITY OF MANITOBA. Industrial Engineering. Applications are invited for a tenure-track appointment for the Industrial Engineering Program in the Department of Mechanical Engineering at the University of Manitoba. The position is open at any academic level. The successful applicant will be expected to specialize in one or more of the following areas production, operations research, human factors and ergonomics within the Production/Manufacturing Control oriented program and in teaching appropriate undergraduate and graduate courses The successful candidate will hold a Ph.D. or equivalent degree in a relevant area of Industrial Engineering. a strong research background, and an inclination towards close research collaboration with industry. The research facilities of the Industrial Engineering Program are already among the best in Canada with a Robotics and NC Machine Laboratory including a small-scale adaptive manufacturing cell and a full complement of computer systems The research facilities of the new Science Place Canada in Winnipeg may also be available for research and development purposes. Salary and rank will be commensurate with experience and qualifications Both men and women are encouraged to apply for positions In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications will be considered until February 1, 1986 Interested candidates should send a curriculum vitae, a brief description of research interests and the names of three referees to. Professor O Hawaleshka, Associate Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2

QUEEN'S UNIVERSITY AT KINGSTON Department of Electrical Engineering. Applications are invited from outstanding candidates for a new tenure track position as a Queen's National Scholar in support of the Computer Engineering program The Queen's University National Scholars program has been established to promote the highest standard of excellence within the University Applicants should have expertise in one or more of the following areas: microprocessors, computer architecture and systems, computer communications and networks; VLSI and digital systems design Basic duties will include undergraduate and graduate teaching, research compatible with the departmental program and participation with other staff in the academic and administrative affairs of the department Rank and salary are dependent upon qualifications and experience Candidates of both sexes are equally encouraged to apply In accordance with Canadian Immigration requirements this advertisement is directed particularly to Canadian citizens and permanent residents Submit detailed curriculum vitae, with names and addresses of three referees to Dr P H Wilke, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 2N6

UNIVERSITY OF SASKATCHEWAN. Electrical Engineering. The Department of Electrical Engineering, University of Saskatchewan has openings for two tenure-track Assistant Professors for teaching and research in electrical engineering materials (optical fibres, GaAs and other semiconductors) and in microwave communications, respectively Candidates should have Ph.D degrees and some related industrial experience Please send resumes and names of three references to R J Fleming, Head, Electrical Engineering Department, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

CARLETON UNIVERSITY. Systems and Computer Engineering. The Department of Systems and Computer Engineering invites applications for a position of lecturer in the area of computer engineering The position is of the term variety for the period July 1, 1986 to May 31, 1987 The minimum academic requirements are a Master's Degree in Electrical Engineering or equivalent pertinent industrial experience The successful candidate will be responsible for lecturing in the microcomputer software and hardware fields To this end extensive experience in multitasking design methodology, Intel's RMX-86 real-time operating system, and Intel's Networked Development System is critical. Previous experience in an instructing or lecturing capacity is a definite asset The salary is commensurate with experience and qualifications In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens or permanent residents This position is open to both men and women and is subject to budgetary approval Letters of application, to include full curriculum vitae, and names of three references, should be sent to Professor B A Bowen, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa Ontario, Canada, K1S 5B6

CARLETON UNIVERSITY. Systems and Computer Engineering. The Department of Systems and Computer Engineering at Carleton University invites applications from suitable candidates for the position of Instructor The minimum academic requirement is a degree in electrical engineering with preferably two years of experience The successful candidate will be responsible for developing and maintaining the experimental facilities in the Communications and Control Laboratories as well as conducting tutorials Salary is commensurate with experience and qualifications The successful candidate will be encouraged to register for a higher degree In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens or permanent residents This position is open to both men and women and is subject to budgetary approval Letters of application, to include full curriculum vitae, and names of three references, should be sent to: Professor B A Bowen, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6

CARLETON UNIVERSITY. Electrical Engineering/Computer Engineering. Applicants are invited for tenure track, term or visiting appointments at the assistant/associate professor levels Duties will include teaching and research at the undergraduate and graduate levels in areas such as microcomputer applications in automatic control or communications, real-time programming, microprocessor hardware and architecture, computer design. A strong hardware/software background is required The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of a VAX 11/750, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network Applicants should have a Ph.D degree or equivalent in Electrical Engineering or a related discipline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, however, others may be eligible. The positions are open to both men and women and are subject to budgetary approval Send C V and names of references to Dr B A Bowen, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ont , Canada, K1S 5B6.

CARLETON UNIVERSITY. Department of Civil Engineering. Applications are invited for faculty positions in structural and applied mechanics, geotechnical engineering and transportation engineering for the academic year 1986-87 The applicants for these positions should have research and teaching experience in these areas of specialization and possess a Ph.D in Engineering The positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents The positions are open to both men and women. Applicants should send a detailed resume, together with names and addresses of three referees to: Dr A P S Selvadurai, Professor and Chairman, Department of Civil Engineering, C.J Mackenzie Building, Carleton University, Ottawa, Ontario, K1S 5B6.

THE UNIVERSITY OF BRITISH COLUMBIA. Engineering. Applications are invited for a tenure-track appointment at the Assistant Professor rank. The successful applicant will be expected to pursue a vigorous research programme in one or more of the following areas hydrocarbon processing, petrochemical engineering, polymer processing or process control Maximum salary: $37,000. Starting date July 1, 1986 preferred Deadline for applications. December 31, 1985 This position is subject to final approval of funding Please send resume, names and addresses of at least three references and a summary of teaching and research interests to Prof John Grace, Head, Dept of Chemical Engineering, University of British Columbia, Vancouver, Canada, V6T 1W5 Tel 604-228-3121. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents The University of British Columbia offers equal opportunities to qualified male and female candidates

THE UNIVERSITY OF BRITISH COLUMBIA. Engineering. Applications are invited for a non-tenure track appointment as a sessional or visiting faculty member starting on or before September 1, 1986 Maximum salary: $3017 per month Send resume, names and addresses of three references and a summary of teaching and research interests to Prof. John Grace, Head, Dept of Chemical Engineering, University of British Columbia, Vancouver, Canada, V6T 1W5 Tel 604 228-3121 The University of British Columbia offers equal opportunities to qualified male and female candidates.

McGILL UNIVERSITY. Faculty of Engineering. The McGill Research Centre for Intelligent Machines, located in the Faculty of Engineering, has five positions for Research Associates. Each appointment will be for at least three years, but is not considered to be tenure-track. Four of the positions require a Ph.D. in Computer Science or Electrical or Mechanical Engineering, with specialization in robotics, computer vision or software design. The fifth appointment requires a Ph.D with specialization in control or systems theory In the first instance, applicants must be Canadian citizens or landed immigrants Application and C V should be sent to: Dean P R Belanger, Faculty of Engineering, McGill University, 817 Sherbrooke Street West Montreal Quebec, H3A 2K6

UNIVERSITY OF NEW BRUNSWICK. Department of Surveying Engineering. Applications are invited for a faculty position in the Department of Surveying Engineering, University of New Brunswick, Fredericton campus. Applicants should have an interest in graduate and undergraduate teaching and research in one or more of the surveying and mapping disciplines An earned Ph.D is required Applicants should be eligible for registration in a Provincial Association of Professional Engineers The rank of appointment will depend on the qualifications of the successful applicant The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements. This is directed to Canadian citizens and permanent residents A resume and the names of three referees should be sent to. Dean of Engineering, University of New Brunswick, P O Box 4400, Fredericton, N.B., Canada, E3B 5A3 This position is being advertised subject to the availability of funding

THE UNIVERSITY OF ALBERTA. Department of Mechanical Engineering. The Department of Mechanical Engineering at the University of Alberta is taking applications for a teaching position at the Assistant Professor level (salary range $30,316 - $43,780) in the general area of the Design of Mechanical Systems with emphasis in the area of CAD/CAM and/or Robotics The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participate in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to M G Faulkner, Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is December 31, 1985.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Electrical Engineering Department has active research programmes in many areas and has been the recipient of NSERC strategic grants or major equipment grants in the areas of Computer Communication Networks, VLSI, Robotics, High Voltage. New silicon device fabrication facilities for research are planned. The Electrical Engineering Department is seeking candidates for appointment to tenure-track faculty positions The candidates with university or industrial research experience in one of the following fields will be preferred computer-aided design, semiconductor devices, computer engineering, computer/VLSI architecture, control or high voltage engineering The candidate should have a doctoral degree and a commitment to research and teaching at the undergraduate and graduate level. Salary and rank will be commensurate with experience The University of Waterloo has a policy of preferring recent Ph D.'s for appointment to tenure track faculty positions, normally to a rank of Assistant or Associate Professor. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applications should be directed to Dr J W Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Telephone: (519) 888-4016

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for a tenure-track position in the area of Solid Mechanics and Machine Design. The successful candidate will be expected to teach, help set up laboratories, and carry out research in Computer-Aided Design and/or Kinematics and Dynamics of Machinery Highly qualified applicants in related areas such as Experimental Mechanics and Solid Mechanics will also be considered. Applicants should hold a Ph.D . Previous teaching, industrial and experimental experience is desirable Applications should be sent, along with the names of three referees, to Professor H.W Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible

UNIVERSITY OF SASKATCHEWAN. Agricultural Engineering. Assistant Professor Positions in the following areas: 1 Power and Machinery; 2 Soil and Water; 3. Electric Power/Electronics and Processing. Positions are twelve month, tenure-track in teaching and research. Candidates should possess a PhD degree in engineering, but a MSc degree with related experience will be considered Positions effective July 1, 1986 or until filled For additional information, contact. Dr G.C Zoerb, Head, Agricultural Engineering Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0

THE UNIVERSITY OF WESTERN ONTARIO. Chemical Engineering. Applications are invited for a faculty position in Chemical Engineering at the rank of Assistant Professor. The type of appointment will depend on the qualifications and accomplishments of the successful candidate Engineering Science at Western is a dynamic research-oriented Faculty and we require as minimum qualifications a PhD in Chemical Engineering and strong and demonstrable interest and ability in either Biochemical Engineering or Process Control. Duties include undergraduate and graduate teaching, research and graduate student supervision, and normal administrative work The starting date for this appointment is July 1, 1986. The processing of applications will start February 28, 1986 and applications together with the names of three referees should be sent to: Dean G.F Chess, P.Eng., Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is especially interested in encouraging women to apply

THE UNIVERSITY OF MANITOBA. Civil Engineering. The Department of Civil Engineering at The University of Manitoba invites applications for a faculty position in the area of Geotechnical Engineering. This is a term position, probably at the rank of Assistant Professor, depending on experience and seniority. The position will involve undergraduate and graduate teaching as well as research. A bachelors degree and a doctoral degree in Civil Engineering are required The position requires a strong background in geotechnical engineering, and proven research ability. Both men and women are encouraged to apply for positions. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Please send complete resumes and names of at least three referees to: Dr. H Cohen, Head, Department of Engineering, University of Manitoba, Room 342, Engineering Building, Winnipeg, Manitoba, R3T 2N2.

McGILL UNIVERSITY. Agricultural Engineering. An Assistant Professor position is open in the Department of Agricultural Engineering as of January 1, 1986 Applicants should have an engineering Ph.D. degree with specialization in Agricultural Structures and Environment Engineering, or a closely related field Duties include undergraduate and postgraduate teaching, and research in the above specialization. Canadian immigration regulations require that this announcement be directed to Canadian citizens and permanent residents only Applications should be sent, together with a detailed curriculum vitae and the names and addresses of three professional references to. Dr. Edward McKyes, Chairman, Department of Agricultural Engineering, McGill University, P O. Box 950, Macdonald College, Ste. Anne de Bellevue, Quebec, H9X 1C0

ENGLISH

McGILL UNIVERSITY. English. The Department of English, McGill University, announces a tenure track assistant professor position, subject to budgetary approval, for a Miltonist, preferably, but not necessarily, with secondary interests in the 18th century, to commence September 1, 1986, at an annual salary of $30,169. Candidates must possess a Ph.D and scholarly publications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Please send c.v. and the names of three referees to Professor David Williams, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6 by January 15, 1986

UNIVERSITY OF TORONTO. Dictionary of Old English. The Dictionary of Old English invites applications for two editors. These appointments are subject to budgetary approval Appointments are as Research Associates (an academic rank) for a term of three years, renewable as funding continues. The positions involve full-time research in writing entries for the Dictionary of Old English Candidates should have a Ph.D. or equivalent thesis degree in Old English language and literature, with a concentration in Old English philology. A wide-ranging knowledge of the Old English corpus is required, and a solid background in Latin and the cognate Germanic languages is essential Interest in linguistics, and in the use of the computer for lexicographical work would be assets Candidates should have a record of high accomplishment and productivity and a demonstrated ability to work with others on a team project; they should take pleasure in detailed, meticulous work. The University offers an excellent benefits package, generous holidays throughout the year, and a month of paid vacation The starting salary will be at the 1986-87 floor for an assistant professor, $27,000 Canadian, or above, depending on experience. The starting date is July 1, 1986. Applications, accompanied by a full curriculum vitae and three letters of reference should be sent by February 1, 1986 to: The Editors, Dictionary of Old English, Room 14285, Robarts Research Library, University of Toronto, Toronto, Ontario, M5S 1A1 These positions will be available only if they are not filled by Canadian citizens in the first-stage search now being conducted

UNIVERSITY OF NEW BRUNSWICK. English. The Department of English in The University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1986, budgetary considerations permitting. Candidates must hold the Ph.D. in Anglo-Saxon, or History of the Language, or Canadian English, and would be expected to teach courses in Anglo-Saxon literature and the history of the language. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record, to Professor R.H Cockburn, Chairman, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3 The deadline for applications is 28 February 1986. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only

YORK UNIVERSITY. Faculty of Arts. The Department of English invites applications for one tenurable position (rank open) in Restoration and Eighteenth-Century Literature Appointment to begin July 1 1986. Qualifications: completed Ph D. (or equivalent) in the appropriate field The successful candidate will be expected to teach in the Undergraduate Programme, and also (either immediately or in the near future) in the Graduate Programme in English. All appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Salary. appropriate to qualifications. Applications, with the names of 3 referees, should be sent not later than February 1, 1986, to: Professor Frank Davey, Chairman, Department of English, York University, North York, Ontario, M3J 1P3.

YORK UNIVERSITY. Faculty of Arts. The Department of English invites applications for up to two positions (rank open) in the following fields: (a) Renaissance non-dramatic literature, with special interest in Milton, (b) Recent Critical Theory; (c) Romantics. Appointment(s) to begin July 1 1986 Qualifications: completed Ph.D (or equivalent) in the appropriate field. The successful candidate(s) will be expected to teach in the Undergraduate Programme, and also (either immediately or in the near future) in the Graduate Programme in English All appointments are subject to budgetary approval In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Salary: appropriate to qualifications. Applications, with the names of 3 referees, should be sent not later than February 1, 1986, to: Professor Frank Davey, Chairman, Department of English, York University, North York, Ontario, M3J 1P3

UNIVERSITY COLLEGE OF CAPE BRETON. English. Subject to budgetary approval, the Department of Languages, Letters and Communication invites applications for (a) a possible one-year sabbatical replacement at the rank of assistant professor, (b) one tenure-track position at the rank of assistant professor. For the first position we are interested in specialists in Romantic and Victorian literature; the second requires candidates in Medieval and early Renaissance literature. For the second position an ability to teach 18th century literature would be an asset The Ph.D or close to completion is required for both positions. Candidates are expected to teach at least one freshman English course. The salary is commensurate with qualifications and experience Applications, including 3 letters of recommendation from individuals requested to submit them, should be sent to the Chairman, Department of Languages, Letters and Communication, University College of Cape Breton, Sydney, N.S., B1P 6L2 The deadline for applications is January 31, 1986 Duties commence July 1, 1986. In accordance with Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. English. The Department of English at the University of Victoria invites applications for a limited number of sessional appointments to teach Intersession (May-June, 1986) and Summer Session (July-August, 1986). Candidates should submit a current curriculum vitae, stating academic and teaching experience, and applications should be addressed to Dr Thomas R Cleary, Chairman, Department of English, University of Victoria, P.O. Box 1700, Victoria, B C , V8W 2Y2, not later than Tuesday, 31 December, 1985. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF WESTERN ONTARIO. Department of English. Applications are invited for a position in Film Studies. A Limited Term or Probationary appointment at the rank of Assistant or Associate Professor depending on qualifications is contemplated, subject to budgetary approval. The 1985-86 minimum salary for an Assistant Professor is $25,850 00 and for an Associate $30,750.00 The completed Ph.D degree in Film Studies or equivalent is expected For the Assistant Professor level some teaching experience and published work are desired. For the Associate level achieved excellence in teaching and significant publication are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. Send letter of application, curriculum vitae, university transcripts and letters from at least three referees to James F. Woodruff, Chairman, Department of English, University of Western Ontario, London, Ontario, Canada, N8A 3K7 Only complete applications will be considered Closing date: January 15, 1986 An Equal Opportunity Employer

THE UNIVERSITY OF WINNIPEG. English. Subject to budgetary approval, the Department of English, University of Winnipeg, invites applications for two tenure-track positions at the rank of assistant professor to instruct undergraduate courses in a department of seventeen faculty. The Ph D is required. Publications, teaching experience and flexibility are assets. The primary areas are: a) English language and linguistics, including the history of the English language, b) composition and rhetoric, c) Old English Secondary areas are a) critical theory, b) American literature, c) children's literature Duties will include at least one freshman course. Salary is commensurate with experience. The current floor is $25,730 (under negotiation). These positions are open equally to women and men. Canadian government regulations require applications from Canadian citizens and residents be given priority. Duties commence September 1, 1986. The deadline for applications is December 31, 1985 Applications including curriculum vitae and names and addresses of three referees sent to Dr D B Jewison, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9 will be acknowledged by letter.

UNIVERSITY OF WATERLOO. English. Rhetoric and Professional Writing. Applications are invited for a tenure-track position at the assistant or associate professor level Applicants must have a Ph.D with specialization in rhetoric, stylistics, and professional and technical writing Background in communication theory and critical theory is also desirable. Evidence of strong teaching, sound research and publication, and administrative ability is essential. In the first year of the appointment, duties will include teaching undergraduate courses in writing and rhetoric and helping with the development of a graduate program. Salary negotiable. Appointment effective July 1, 1986. Closing date for applications is December 31, 1985. Send resumes to Dr. Gordon E. Slethaug, Chairman, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible

WILFRID LAURIER UNIVERSITY. English. Applications are invited for two open positions in the Department of English effective July 1, 1986 for the 1986-87 academic year One position requires a specialist in sixteenth-century English literature, mainly non-dramatic. The second position requires a specialist in Old and Middle English language and literature with particular interest in the history of the language Ph.D required in each case. Rank and salary commensurate with qualifications and experience. Deadline for application is January 31, 1986. Applications with Curriculum Vitae, including the names of at least three referees, should be sent to Dr. James Doyle, Chairman, Department of English, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE LAVAL. Departement de langues et linguistique. A full-time tenure-track position in English linguistics. Effective date of appointment. 1st of June 1986 or later if the position has not been filled at that time. Ph.D. in linguistics. Specialization in English linguistics. Research experience Experience in the teaching of English as a second language desirable Good knowledge of French. Teaching of courses in English as a second language and in English linguistics at the undergraduate level Possibility of teaching in linguistics at the MA and Ph.D levels. Supervision of graduate students. Research in linguistics. Rank and salary to be determined according to the 1984-1986 Collective Agreement between Universite Laval and the Syndical des professeurs de l'Universite Laval. Curriculum vitae, copies of major publications and the names and addresses of three referees to Monsieur le directeur, Departement de langues et linguistique, Faculte des lettres, Universite Laval, Cite universitaire, Quebec, G1K 7P4 Deadline for applications: January 31, 1986. N B. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants

UNIVERSITE LAVAL. Département de langues et linguistique. Professeur de linguistique anglaise. Poste à temps complet. Date d'entrée en fonction: le 1er juin 1986 ou ultérieurement si à cette date le poste n'est pas pourvu. Doctorat en linguistique. Domaine de spécialisation: linguistique anglaise Expérience de la recherche. Expérience souhaitée de l'enseignement de l'anglais langue seconde. Bonne connaissance du français Enseignement de l'anglais langue seconde et de la linguistique anglaise au premier cycle. Enseignement éventuel de la linguistique aux deuxièmes et troisième cycles. Encadrement d'étudiants et direction de thèses. Recherche en linguistique. Conditions d'engagement et traitement selon la convention collective 1984-1986 entre l'Université Laval et le Syndical des professeurs de l'Université Laval. Curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom, l'adresse de trois répondants et, le cas échéant, la liste des employeurs, à Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, Cité universitaire, Québec, G1K 7P4 Date de clôture du concours: le 31 janvier 1986. N.B Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of English. Subject to budgetary approval, the Department of English, University of Toronto, will make a tenure-stream appointment at the rank of Assistant Professor, at the Erindale College campus, effective July 1, 1986. Qualifications: the Ph.D and specialization in the area of twentieth-century British or American literature, with emphasis on contemporary writers. Salary: commensurate with experience and qualifications. Applications, including c.v. and names of 3 referees, should be sent to T.H Adamowski, Chairman, Department of English, University of Toronto, Toronto, Ontario, M5S 1A1. Applications arriving after January 31, 1986 may be too late for consideration. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ENVIRONMENTAL STUDIES

YORK UNIVERSITY. Faculty of Environmental Studies. Applications are invited for a tenure-stream position. Duties include teaching, advising, supervision of student work, and related administration in this interdisciplinary graduate Faculty, which draws together a range of fields concerned with the critical understanding of change in both physical and human environments. Student programs are based on self-directed learning and the formation of individual plans of study The position is in the field of Urban And Regional Planning A Ph.D. degree or equivalent and professional qualifications required. Candidates should be interdisciplinary in approach, have a strong background in theory combined with a firm grounding in planning practice, teaching experience, and an active research record, and be attuned to emerging developments in the planning field. Preference will be given to applicants who have demonstrated competence in one or more of the following. design, futures studies, policy analysis, rural planning, and social planning. The appointment, subject to University and budgetary approval, will be at the Assistant or Associate or Full Professor level, with salary commensurate with qualifications and experience, to commence July 1, 1986 Applications, including a curriculum vitae and the names of three referees, should be sent to: Dean E.S. Spence, Faculty of Environmental Studies, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

FILM

QUEEN'S UNIVERSITY. Film Studies. The Department of Film Studies seeks an individual capable of teaching filmmaking and criticism courses who will have primarily responsibility for the filmmaking program Accomplishment in film or video production and in criticism would be highly valuable Rank is negotiable for this tenure-track position, with salary reflecting appropriate post-doctoral or equivalent experience Applicants should send a curriculum vitae and a letter describing their interest to Bill Nichols, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6 Letters of reference from three individuals should also be sent. Samples of work will be requested later. Deadline is February 15, 1986 In accordance with Canadian Immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply

SIMON FRASER UNIVERSITY. Centre for the Arts. Film Position. Simon Fraser University expects to make a Tenure Track faculty appointment in Film Production at the rank of Assistant Professor. This position involves teaching at the intermediate and advanced levels of filmmaking, conducting critical seminars, and participating in faculty supervision of student films Qualifications should include substantial professional experience in a variety of filmic genres (i.e., experimental film art, documentary, dramatic); a demonstrated ability to teach the craft of film at all levels, and some familiarity with contemporary film theory and criticism. Candidates should be prepared to accept faculty responsibilities within an interdisciplinary line and performing arts department, duties to begin September 1, 1986. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is subject to budgetary authorization. Letters of application, a complete curriculum vitae, and names of three referees should be received by February 14, 1986, and should be sent to. Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B C., Canada, V5A 1S6

FINANCE/MANAGEMENT

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for a tenure track position in Managerial Communications. Applicants must have a Ph.D. or equivalent in either Communications and supplementary qualifications in Management, or a Ph.D or equivalent in Management and supplementary qualifications in Communications. Applications with a resume and the names of three references should be forwarded to Professor Ron Connell, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 Closing date for applications is December 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Management. Applications are invited for tenure track positions majoring in Industrial Relations and/or Policy Applicants must have a Ph.D or equivalent Applications are also invited for a terminal contract position in one or more of the following areas: Management Organizational Behavior, Industrial Relations, Personnel, or Policy A Ph D or near Ph.D is preferred Applications with a resume and the names of three references should be forwarded to Professor Ron Connell, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Closing date for applications is December 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a tenure track faculty position in the Department of Finance and Management Science beginning September 1, 1986. Applicants should have a Ph D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr J Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780 Ext. 2325

FRENCH

UNIVERSITY COLLEGE OF CAPE BRETON. French. Applications are invited for a probationary tenure-track position at the rank of assistant professor for July 1, 1986 (pending administrative approval). Candidates must have a doctorate in Linguistics (French) - pure or applied - and have a significant publication record, and be an active researcher. He/she will be expected to teach language and linguistics courses The University College of Cape Breton is situated in Nova Scotia, on Cape Breton Island. Application, curriculum vitae and the names of three referees should be submitted to: Dr Harold Barrall, Dept. of Languages, Letters & Communication, University College of Cape Breton, P.O Box 5300, Sydney, Nova Scotia, B1P 6L2. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada. Closing date for applications is January 31, 1986.

COLLEGE UNIVERSITAIRE DE CAP BRETON. Français. Le département des langues, lettres et communication sollicite des candidatures au poste de professeur adjoint menant à la permanence. La date d'entrée en fonction: le 1er juillet 1986, si l'administration donne son accord. Exigences: Doctorat en linguistique (française) — pure ou appliquée — une liste importante de publications et chercheur actif. Fonctions: enseignement de cours de langue et de linguistique. L'Université est située dans l'île du Cap Breton, en Nouvelle-Ecosse et offre des cours académiques et technologiques. Envoyer la demande, le CV et le nom de 3 répondants au: Dr. Harold Barrall, Département des Langues, Lettres & Communication, Collège universitaire du Cap Breton, Sydney, N.-E, B1P 6L2 Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité est accordée aux citoyens Canadiens et aux résidents permanents. Date de clôture pour la réception des demandes: le vendredi 31 janvier 1986.

UNIVERSITY OF VICTORIA. French. The Department of French Language and Literature invites applications for a regular full-time position at the rank of Assistant Professor beginning July 1, 1986 Position subject to the availability of funds. Primary teaching responsibility: senior undergraduate language courses, including stylistics and translation Candidates should have a doctorate, and be completely fluent in French and in English. Experience in teaching senior courses and a good record of publications are desirable. While any relevant field of training and research will be considered, preference will be given first to those with a background in French Linguistics, second to those whose area of specialization is Literary Theory. Salary commensurate with qualifications and experience. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants Please send applications, together with a c.v. and the names of three referees to: Dr. John Greene, Chairman, Department of French Language and Literature, University of Victoria, P.O. Box 1700, Victoria, B C., V8W 2Y2. Deadline date is January 15, 1986

UNIVERSITE LAVAL. Departement de langues et linguistique. A full-time tenure-track position in French as a Second Language. Effective date of appointment: 1st of June 1986 or later if the position has not been filled at that time. Ph.D. in linguistics. Experience in the teaching of French as a second language Research experience in linguistics Native language: French. Good knowledge of English. Teaching of courses in French as a second language at the undergraduate level. Possibility of teaching in linguistics at the undergraduate and graduate levels Supervision of graduate students. Research in language didactics, in French langauge and linguistics, or in contrastive linguistics. Rank and salary to be determined according to the 1984-86 Collective Agreement between Universite Laval and the Syndicat des professeurs de l'Universite Laval Curriculum vitae, copies of major publications, and the names and addresses of three referees to Monsieur le directeur, Departement de langues et linguistique, Faculte des lettres, Universite Laval, Cite universitaire, Quebec, G1K 7P4 Deadline for applications, January 31, 1986 N B In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

UNIVERSITÉ LAVAL. Département de langues et linguistique. Professeur de français langue seconde. Poste à temps complet. Date d'entrée en fonction, le 1er juin 1986 ou ultérieurement si à cette date le poste n'est pas pourvu. Doctoral en linguistique. Expérience de l'enseignement du français langue seconde. Expérience de la recherche en linguistique. Langue maternelle: français. Bonne connaissance de l'anglais. Enseignement du français langue seconde au premier cycle. Enseignement éventuel de la linguistique aux trois cycles. Encadrement d'étudiants et direction de thèses. Recherche en didactive des langues, en langue et linguistique françaises ou en linguistique différentielle Conditions d'engagement et traitement selon la convention collective 1984-1986 entre l'Université Laval et le Syndicat des professeurs de l'Université Laval. Curriculum vitae complet à jour, un exemplaire des principales publications, ainsi que le nom, l'adresse de trois répondants et, le cas échéant, la liste des employeurs, à Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, cité universitaire, Québec, G1K 7P4. Date de clôture du concours: le 31 janvier 1986 N.B. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents.

BROCK UNIVERSITY. Department of Romance Studies. Applications are invited for a tenure-track post in French at the level of Associate or Assistant Professor. Candidates should have a Ph.D and a strong commitment to teaching the modern French language, and should be familiar with contemporary critical methodologies. Preference may be given to candidates qualified in literature of the Middle Ages and the Renaissance or in the history of the French language. Applications, including a curriculum vitae and the names of three referees, should be sent before February 28, 1986, to Professor M.J. Caldy, Co-ordinator of French, Department of Romance Studies, Brock University, St. Catharines, Ontario, L2S 3A1 Effective date of appointment: July 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. French Studies. 1) Tenure-track position in the Department of French Studies at the Assistant Professor Level, commencing July 1, 1986 Qualifications. Ph.D in the area of applied linguistics or teaching of French as a Second Language Native or near-native command of the language Teaching experience at the University level in French language courses. Experience in the design and development of language courses and materials. Experience in directing multi-section language courses. Research and publications in the area of teaching of French as a second language 2) Tenure-track position in the Department of French Studies at the Assistant Professor Level, commencing July 1, 1986 Qualifications a Ph D. in French language and linguistics, preferably with teaching experience in both areas. Training in semantics and lexicology, translation, second langauge pedagogy, applied linguistics or some combination of these an asset In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents 3) Two tenure-track positions in the Department of French Studies at the Assistant Lecturer Level (Alternate Stream), commencing July 1, 1986 Qualifications. M A or its equivalent preferably in the area of linguistics or language pedagogy Native or near-native command of the language Teaching experience at the University level in French language courses. Ability to do a certain amount of teaching within linguistics courses offered by the Department of French Studies Experience in the design and development of language courses and materials Experience in directing multi-section language courses Applications, indicating position applied for (i.e., position 1, 2 or 3), should be sent, together with a complete curriculum vitae and the names of three referees, to. Professor Alain Favrod, Department of French Studies, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Application deadline: January 31, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of French/Français. Le département d'études françaises sollicite des candidatures au poste de professeur adjoint conduisant à la permanence Le candidat choisi sera nommé au Collège Erindale. Il possédera un Doctorat en littérature, aura de l'expérience pédagogique récente et une aptitude à la recherche démontrée par les publications, communications, etc Il sera appelé à enseigner des cours de langue au niveau du premier cycle, ainsi que la critique littéraire post-moderne, la littérature québécoise et/ou les applications de l'ordinateur à l'analyse textuelle. Le salaire sera déterminé par l'expérience de l'individu (minimum en 1985-86 pour les professeurs adjoints: $27,000). Envoyer curriculum vitae et le nom de trois répondants au Professeur F.I. Case, Directeur, Département de français, Université de Toronto, 7 King's College Circle, Toronto, Ontario M5S 1A1. Entrée en fonctions, le 1er juillet 1986. Date limite pour les candidatures, le 15 janvier 1986. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité est accordée aux citoyens canadiens et aux résidents permanents.

SAINT MARY'S UNIVERSITY. French. Department of Modern Languages and Classics invites applications for a limited-term appointment as Lecturer in French, from 1 September 1986 until May 1, 1987. Minimum qualifications are M A in French and undergraduate teaching experience. Salary according to standard Saint Mary's limited-term appointments Applications including curriculum vitae and three letters of reference should be sent to Dr Geraldine Thomas, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

FRENCH/SPANISH

UNIVERSITY OF ALBERTA. French/Spanish. The Department of Romance Languages invites applications for a tenure-track appointment at the assistant professor level commencing July 1, 1986 Ph.D and native or near-native proficiency required. The successful candidate will likely teach a combination of courses in French and Spanish language and literature at the undergraduate level and participate in the graduate program in areas of specialization, but applications are also invited from candidates with a specialization or interest in language teaching or translation. The 1985-86 minimum for an assistant professor is $30,316. Applications, to include C.V and the names of three referees, are to be sent to the Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, T6G 2G6, and will be accepted until March 1, 1986. Applicants are urged to ask their referees to send letters of reference immediately The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents This position is subject to confirmation of funding

ST. FRANCIS XAVIER UNIVERSITY. Modern Languages. 1 The Department of Modern Languages of St Francis Xavier University invites applications for a two year probationary contract in the tenure stream. 2. Qualified applicants who have a Ph D. or equivalent, must be qualified to teach Spanish language and literature at the undergraduate level Ability to teach French language courses at the undergraduate level is essential Teaching experience an asset. Must be able to demonstrate an ability in research activities. 3 Salary and rank negotiable. 4 Application and letters of three referees should be addressed to: Professor Gertrude H. Sanderson, Chair, Department of Modern Languages, Box 135, St Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. 5 Appointment effective September 1, 1986 6 Closing date March 15, 1986

GENETICS

UNIVERSITY OF ALBERTA. Department of Genetics. Sessional appointment. Spring 1986. To teach Biology 297 (Heredity) an introductory lecture and laboratory course covering the cellular and molecular basis of the transmission of hereditary characteristics. Mendelian inheritance and its cytological basis, microbial genetics, linkage and genetic mapping, DNA as genetic material, gene action, the genetic code This course is scheduled for the day division May 5 to June 13, 1986 Applications are invited at the rank of Lecturer ($5,231) or Assistant Professor ($6,331) depending on qualifications and experience The salaries shown are for the six week period. Travel and living away from home allowances are available Applicants should have a Ph.D and teaching experience Applications including curriculum vitae with the names of three referees should be sent to David Nash, Chairman, Department of Genetics, University of Alberta, Edmonton, Alberta, T6G 2E9 Closing date March 1 or when the position is filled. The University is an equal opportunity employer, but in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

GEOGRAPHY

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for the following positions: (1) Assistant Professor - Geology/Physical Geography: A renewable tenure track position, subject to final budgetary approval, commencing 1 July 1986 Ph.D required. The appointee is expected to teach geology at first and second year levels. The ability to teach physical geography or remote sensing and photogrammetry is desirable. The appointee is expected to contribute to the graduate and research activities of the Department. (2) Assistant Professor - Economic and Cultural Geography: A renewable tenure track position, subject to final budgetary approval, commencing 1 July 1986 Ph D required The appointee is expected to teach economic and cultural geography and contribute to the graduate and research activities of the Department Preference will be given to applicants with an interest in the Pacific region. Candidates must demonstrate teaching and research competence. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants Applications, curriculum vitae and names of three referees should be sent by 31 December, 1986, to: Dr Colin J.B Wood, Chairman, Department of Geography, University of Victoria, P.O Box 1700, Victoria, British Columbia, Canada V8W 2Y2

UNIVERSITY OF GUELPH. Department of Geography. The Department has two vacant positions in physical geography both of which are tenure track positions and are to be filled at the Assistant Professor level. Ph.D. required. Appointments will be made for the 1986/87 academic year Subject to final budget approval. Applicants with interests in any aspect of physical geography are encouraged to apply It is anticipated, however, that one position will be filled by a geomorphologist with a strong background in fluvial geomorphology, hydrology and water resource analysis, and the other position in the biophysical area by a person with expertise in the biotic process/land resource analysis and assessment field Additional skills sought for both positions include environmental systems analysis and modelling, and familiarity with the resource evaluation and management field Persons appointed will be expected to teach courses at the undergraduate level in physical geography and occasionally to teach courses in geographical techniques. Applicants will have the opportunity to contribute to the graduate programs of the Department and will be encouraged to support the Department's growing areas of emphasis in land resource evaluation, resource assessment and land use planning Excellent opportunities exist for both innovative and collaborative research at the University of Guelph which has a growing international reputation in the resource areas indicated Enquiries, resumes and letters of application, together with the names of three referees should be forwarded before January 31st, 1986 to: Dr Michael R Moss, Chairman, Department of Geography, University of Guelph, Guelph, Ontario, N1G 2W1, Canada In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

TRENT UNIVERSITY. Geography. Applications are invited for two limited-term appointments, subject to budgetary approval, for one or two-year terms commencing 1 July 1986: (1) Human Geographer. Teaching responsibilities may include urban geography at the second-year level and a third-year course in urban planning or regional development; (2) Physical Geographer To teach a physical geography course at the second or third year level, the second-year methods course as well as some contributions to the first-year course. Appointments to both positions will be at the Senior Lecturer or Assistant Professor level, depending on qualifications and experience Applicants should have a Ph.d. and some teaching experience. In accordance with immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents Letters of application, with curriculum vitae and the names of three referees, should be sent to Professor G A Nader Chairman, Department of Geography Trent University, Peterborough, Ont . K9J 7B8 by 1 February 1986

SAINT MARY'S UNIVERSITY. Department of Geography. Applications are invited for a nine-month sabbatical replacement appointment at the assistant professor level from 1 September 1986 to 31 May 1987 Successful candidate will be required to teach two sections of Geography of Canada (introductory level, full course) and two half courses (in order of preference) in either (1) Physical Geography of the Seas, and Economic Geography of the Seas, or (2) Natural Resources and Energy, and Geography of Manufacturing Teaching experience is necessary Ph.D or A B D required Salary dependent upon qualifications Closing date for applications is January 15, 1986 Send letters of application with current curriculum vitae and the names of three referees to Dr Robert J McCalla, Department of Geography Saint Mary's University, Halifax, Nova Scotia B3H 3C3 In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

UNIVERSITY OF TORONTO. Department of Geology. Applications are invited for a tenure-track faculty position in Petroleum Geology in one or more of the following areas of specialization structural geology and regional tectonics; chemical sedimentology and diagenesis, sedimentary geochemistry, fluid flow processes. The rank is open - assistant, associate or full professor according to qualifications The successful candidate must have a Ph.D. degree in Geology. Industrial experience would be an advantage. The principal teaching responsibilities would be in petroleum geology and related areas Graduate teaching and a vigorous research program will be required Salary commensurate with qualifications and experience (1985-86 Salaries) Assistant Professor - $27,000 - $45,800; Associate Professor - $33,200 - $59,600; Full Professor - $44,200 - no set maximum. Enquiries including a resume and names and addresses of 3 referees should be addressed to the Chairman, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1 Effective date of appointment will be July 1, 1986, Closing date for receipt of applications will be January 31, 1986 In accordance with Canadian Immigration we are required to direct this advertisement initially to Canadian citizens and permanent residents after which other applicants may be considered

THE UNIVERSITY OF WESTERN ONTARIO. Department of Geology. The Department of Geology, The University of Western Ontario, London, Canada invites applications for a tenure track position available July 1, 1986 as an Assistant Professor. Applicants should have a Ph.D., a strong field background and research interests in physical sedimentary processes and their application to ancient clastic or carbonate rocks Teaching will include undergraduate courses in sedimentology-stratigraphy and instruction in field mapping, together with supervision of graduate students The position is subject to budget approval The University of Western Ontario has about 15,000 full-time undergraduates and a total student population of about 25 000. It is in a region of Paleozoic rocks overlain by Pleistocene glacial deposits and within reach of varied Precambrian terranes The Department of Geology offers a full undergraduate and graduate curriculum with a faculty of 14 and about 60 graduate students Research is carried out in a broad spectrum of topics in cooperation with other departments and industry. Please send a curriculum vitae with telephone numbers and names of three referees to Dr R W Hodder, Chairman, Department of Geology, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

McGILL UNIVERSITY. Geological Sciences. The Department of Geological Sciences, McGill University, invites applications for a tenure-track position in groundwater geology, or engineering geology at the Assistant Professor level, starting September 1, 1986 The successful applicant will be expected to teach an introductory-level course in geology for students from the departments of Civil and Mining Engineering and, in addition, courses at the senior undergraduate and graduate levels in the applied aspects of geology He or she should show evidence of above-average potential in research endeavours. This position is subject to budgetary approval In accordance with the requirements of Immigration Canada, this ad is directed primarily to Canadian citizens and permanent residents Send curriculum vitae and the names of three professional referees to Dr Robert F. Martin, Department of Geological Sciences, McGill University, 3450 University Street, Montreal, Quebec, H3A 2A7, Tel (514) 392-5835. Application deadline March 1, 1986

GERMAN

SAINT MARY'S UNIVERSITY. German. Department of Modern Languages and Classics invites applications for a tenure-track appointment in German The successful candidate will have a Ph D., some undergraduate teaching experience and be an active scholar The ability to offer courses on second language teaching methodology and/or to teach elementary French are definite assets Rank and salary are commensurate with qualifications The appointment will begin on 1 September 1986 Applications including curriculum vitae and three letters of reference should be sent to Dr. Geraldine Thomas, Chairperson, Modern Languages and Classics, Saint Mary's University, Halifax Nova Scotia, B3H 3C3 In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

HEBREW

YORK UNIVERSITY. Hebrew. Tenure track appointment commencing July 1, 1986 in Hebrew language Position subject to University approval Professorial or Alternate Stream. Alternate Stream - M A or equivalent, Professorial Stream - Ph D. In both cases specialization in Hebrew language and/or applied Hebrew linguistics and complete fluency in Hebrew required Experience in training teachers of Hebrew desirable Applicants should have experience in teaching at the University level and be familiar with the use of a Language Laboratory The position entails teaching modern Hebrew language at the elementary intermediate and advanced levels Salary dependent upon qualifications and experience In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents Application deadline is January 15, 1986 Applicants should arrange to send a covering letter stating interests relative to this position, updated curriculum vitae, names and addresses of three referees, demonstrated teaching skill and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.

HISTORY

MOUNT SAINT VINCENT UNIVERSITY. Department of History The Department of history, Mount Saint Vincent University, invites applications for a tenure track position in Canadian history at the assistant professor rank, beginning July 1, 1986 A Ph D is required The Department is especially interested in candidates with a specialty in the history of Atlantic Canada but will consider applications in other fields Candidates should have a secondary competence in European history Duties will include teaching undergraduate courses in Canadian and European history Salary will be commensurate with qualifications and experience. Please send applications with cv and the names of three references to Sr Patricia Mullins, Dean of Humanities and Sciences, Mount Saint Vincent University, 166 Bedford Highway Halifax, N S , B3M 2J6, by February 28, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF WESTERN ONTARIO. History. The Department of History, University of Western Ontario expects to make a one-year, limited-term appointment in Canadian history, effective 1 July 1986 The successful candidate will teach in undergraduate survey courses, with an emphasis upon business, labour and ethnic history A Ph D is the minimum qualification for this position In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Deadline for applications is 31 January 1986 Candidates for the above position should send a curriculum vitae and three letters of reference to Professor Robert A Hohner, Chairman, Department of History, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2 Position is subject to budget approval. An Equal Opportunity Employer

THE UNIVERSITY OF WESTERN ONTARIO. History. The Department of History, University of Western Ontario, expects to make a three-year limited term appointment in business history, effective 1 July 1986. The successful candidate will teach courses in business history and participate in undergraduate survey courses in Canadian history. A Ph.D. is the minimum qualification for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications is 31 January 1986. Candidates for the above position should send a curriculum vitae and three letters of reference to Professor Robert A. Hohner, Chairman, Department of History, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2. Position is subject to budget approval. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. History. The Department of History, University of Western Ontario, expects to make a one-year, limited-term appointment in United States history, effective 1 July 1986. The successful candidate will teach in undergraduate survey courses, with emphasis upon the nineteenth century through the Civil War and Reconstruction. A Ph.D. is the minimum qualification for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications is 31 January 1986. Candidates for the above position should send a curriculum vitae and three letters of reference to Professor Robert A. Hohner, Chairman, Department of History, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2. Position is subject to budget approval. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. History. The Department of History, University of Western Ontario, expects to make a one-year, limited-term appointment in the history of Modern Europe, with emphasis upon the eighteenth and nineteenth centuries, effective 1 July 1986. The successful candidate will teach in undergraduate survey courses, including Western Civilization. A Ph.D. is the minimum qualification for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications is 31 January 1986. Candidates for the above position should send a curriculum vitae and three letters of reference to Professor Robert A. Hohner, Chairman, Department of History, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2. Position is subject to budget approval. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. History. The Department of History, University of Western Ontario, expects to make a one-year, limited-term appointment in Canadian history effective 1 July 1986. The successful candidate will teach in undergraduate survey courses, including Canada since 1929. A Ph.D. is the minimum qualification for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications is 31 January 1986. Candidates for the above position should send a curriculum vitae and three letters of reference to Professor Robert A. Hohner, Chairman, Department of History, Social Science Centre, University of Western Ontario, London, Ontario, N6A 5C2. Position is subject to budget approval. An Equal Opportunity employer.

UNIVERSITY OF ALBERTA. History. The Department of History invites applications for two tenure-stream positions at the assistant professor level. Applicants must have a Ph.D., must have specializations outside of North America, and must be willing to contribute to an introductory course in World History. The Department is especially interested in the History of International Relations, British Empire and Commonwealth; Near and Middle East, Africa; and Latin America. The appointments will commence on July 1, 1986, conditional on funds being made available. Current salary floor - $30,316. Applications must include a curriculum vitae and university transcripts. Three referees should be asked to send confidential letters of appraisal to Dr. Ulrich Trumpener, Chairmen, Department of History, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. History. Applications are invited for a full-time tenure stream appointment in the Department of History beginning July 1, 1986. Candidates should possess a Ph.D. in History and have an interest in and the ability to teach Modern European History, and in particular an introductory course in Western Civilization. The commencing rank and salary will depend on the candidate's qualifications and experience. Applications with curriculum vitae and the names of three referees should be addressed to Dr. K.J. Kueppel, Dean of the Faculty, Bishop's University, Lennoxville, Que., J1M 1Z7.

UNIVERSITY OF TORONTO. Department of History. Applications are invited for a tenure track position in pre 1900 Canadian history. It is expected that appointment will be at an appropriate point on the assistant professor scale. Candidates should have a completed PhD. Applications will be accepted until 1 February, 1986. Subject to budgetary approval, appointment will commence on 1 July, 1986. Application, curriculum vitae, and the names of three referees should be sent to Professor Paul Rutherford, Chairman, Department of History, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. History. Applications are invited for a limited term position in History for one or two years subject to budgetary approval. Starting date is 1 July, 1986. Applicants should have a Ph.D. or be near completion and competent to teach an introductory Canadian survey course as well as an upper level course in Canadian women's and/or social history. Salary would be at the Lecturer or floor of the Assistant Professor level. Please send curriculum vitae and the names of three referees to Professor J. Syrett, Chairman, Department of History, Trent University, Peterborough, Ont., K9J 7B8 by 1 February, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. History. Applications are invited for a limited term position in History for one or two years subject to budgetary approval. Starting date is 1 July, 1986. Applicants should have a Ph.D. or be near to completion, and be competent to teach an introductory European survey course as well as an upper level course in Russian, German, Imperial or Early Modern England. Salary would be at the Lecturer or floor of the Assistant Professor level. Please send curriculum vitae and the names of three referees to Professor J. Syrett, Chairman, Department of History, Trent University, Peterborough, Ont., K9J 7B8 by 1 February, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. History. The Department of History invites applications for a tenure-stream position in Chinese history at the assistant professor level. Applicants must have a Ph.D. and must be willing to contribute to an introductory course in world history. Preference will be given to candidates specialized in premodern China. The appointment will commence on July 1, 1986. Current salary floor - $30,316. Applications must include a curriculum vitae and university transcripts. Three referees should be asked to send confidential letters of appraisal to Dr. Ulrich Trumpener, Chairman, Department of History, University of Alberta, Edmonton, Alberta, T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of History. Applications are invited for a tenure-stream position in Medieval and Early Modern European history at the assistant professor level. Candidates should have a completed Ph.D. The undergraduate teaching of the appointment will be at Erindale College. It is expected that the salary will be at an appropriate point on the assistant professor scale. Application, curriculum vitae, and the names of three referees should be sent to Professor D. Morton, Erindale College, University of Toronto, Mississauga, Ontario, Canada, L5L 1C6. Appointment will commence July 1, 1986. Applications will be accepted until February 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of History. Applications are invited for a one-year appointment for 1986-87, at the rank of Assistant Professor. Only applicants with a specialty in late 19th and early 20th century U.S. history will be considered. PhD required, publication in the area of specialization necessary. Previous teaching experience essential. Applications, including a curriculum vitae, should be sent to Prof. Paul E. Lovejoy, Chairman, Department of History, Faculty of Arts, York University, North York, Ontario, M3J 1P3. (Attention: U.S. history appointment) Deadline for applications is February 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. History. The Department of History of the University of Victoria invites applications for three regular tenure track positions at the Assistant Professor rank, in the following national/chronological areas: modern German history, medieval or early modern European history with a possible emphasis on peasant studies or Latin American colonial studies; Canadian history. The Department is especially interested in candidates with an expertise in innovative methodologies including quantification and strong thematic or comparative interests. The successful candidates will have completed doctoral degrees. Teaching experience and publications are desirable. Candidates will be expected to teach undergraduate survey and upper level courses and to participate in graduate supervision. Appointments effective July 1, 1986. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Acting Chairman, History Department, University of Victoria, Box 1700, Victoria, B.C., V8W 2Y2. Closing date for receipt of application is January 31, 1986. In accordance with Canadian immigration requirements and the University of Victoria's hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

HISTORY OF SCIENCE

UNIVERSITY OF TORONTO. History of Science. The Institute for the History and Philosophy of Science and Technology invites applications for a one year visiting ('term') appointment for an assistant professor. Salary between $27,000 and $35,177, depending upon qualifications. Candidates should have a Ph.D. in hand by 1 September 1986. Preference will be given to candidates whose research deals with aspects of the Scientific Revolution or Renaissance Science. Curriculum vitae and names of at least two referees should be sent by 15 February 1986 to The Chair, Search Committee, IHPST, Victoria College, 73 Queen's Park Crescent East, Toronto, Ontario, M5S 1K7, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. School of Industrial Design. Applications are invited for a term appointment of Assistant Professor in the School of Industrial Design, Carleton University, effective July 1, 1986. The teaching duties will include introductory as well as advanced product design projects and courses in design theory. Candidates should have an academic background in Industrial Products Design and Engineering, have a minimum of three years practice in industrial design and be experienced in design education. Salary commensurate with qualifications and subject to budgetary considerations. Applications should include a curriculum vitae with a description of professional and educational career, and should be submitted before December 31, 1985 to the Director of the School of Industrial Design, Carleton University, Ottawa, Ontario, K1S 5B6. This position is open to both men and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INFORMATION SYSTEMS

McMASTER UNIVERSITY. Faculty of Business. Two tenure track positions are open in the Management Science and Information Systems Area. Appointments may be made at the assistant, associate or full level, with rank based on qualifications and experience. Visiting appointments may also be arranged. Applicants should have a Ph.D. or D.B.A. at or near completion in information systems or a related field, preferably with teaching, research and practical experience. Successful candidates will be expected to teach business students at both the undergraduate and graduate levels, and to supervise Ph.D. candidates in the management science/systems program. Strong research interests in information systems are essential. Salary is highly competitive, and is commensurate with qualifications, teaching record, and experience. Appointment date open, but preferably July 1, 1986. Dr. G.O. Wesolowsky, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

ITALIAN

YORK UNIVERSITY. Faculty of Arts. Italian language and literature. One contractually limited position in the Professorial Stream at the rank of Sessional Assistant Professor in Italian, commencing July 1, 1986. Completed PhD in Italian and demonstrated ability to teach language courses at all levels required. Interest in computer science applied to second language teaching preferred. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position, updated curriculum vitae, names and addresses of three referees, teaching evaluations or attestations and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Application deadline: January 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Italian language and literature. One position in the Professorial Stream at the rank of Assistant Professor, commencing July 1, 1986. Position subject to University approval. Completed PhD in Italian literature and demonstrated ability to teach language courses at all levels required. Publication record and experience in teaching literature courses in more than one period preferred. The position entails teaching a combination of language and literature courses at various levels. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position, updated curriculum vitae, names and addresses of three referees, teaching evaluations or attestations and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Application deadline is January 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Italian language. One tenure track position in the Alternate Stream, at the rank of Assistant Lecturer in Italian language, commencing July 1, 1986. Position subject to University approval. MA in Italian linguistics or equivalent and demonstrated excellence in teaching Italian language courses at all levels required. Candidates must be able to coordinate multiple section courses. Research in applied linguistics preferred. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position, updated curriculum vitae, names and addresses of three referees, teaching evaluations or attestations and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Application deadline: January 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

KINESIOLOGY

SIMON FRASER UNIVERSITY. Kinesiology. The School of Kinesiology, Simon Fraser University, seeks to appoint a tenure-track Assistant Professor to conduct research and teach in the area of Occupational Science (Human Factors/Ergonomics). Preference will be given to those with expertise in physiological, biomechanical or engineering aspects of this area. Teaching responsibilities include both undergraduate and graduate courses and the successful applicant will be expected to develop an independent research program in this field. A completed Ph.D. is required. This position is contingent upon final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including names and addresses of three referees should be made before January 31st, 1986 to Dr. J. Dickinson, Director, School of Kinesiology, Simon Fraser University, Burnaby, B.C., V5A 1S6.

LAW

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Law. Assistant Professors. Subject to the availability of funds, the Faculty of Law, University of British Columbia, intends to make up to two appointments (for a two-year, tenure-track, term appointment commencing July 1, 1986) of persons qualified to undertake research and teaching responsibilities. In respect of one of the positions, preference will be given to candidates who intend and are qualified to pursue research and to teach in the area of commercial/corporate law. The salary will be in the range of $30,000 per annum. At a minimum candidates should have the LL.B. degree and either significant experience in legal practice or an LL.M. Persons interested in applying for one of the positions should send a curriculum vitae plus the names and addresses of three referees to: Professor Dennis J. Pavlich, Secretary, Appointments Committee, Faculty of Law, The University of British Columbia, 1822 East Mall, Vancouver, B.C., V6T 1Y1. Closing date for receipt of applications - January 15, 1986. Candidates must state if they are legally entitled to work in Canada. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

LIBRARY SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. School of Library and Information Science. 1. Probationary or limited term. 2. Three positions at the Assistant Professor rank. 3. Effective: July 1, 1986. 4. Teaching and research in the MLS and Ph.D. programs. Qualifications: Ph.D. in Library and Information Science or equivalent. Major areas of expertise: information sources and services, online information services, quantitative methods, computer applications. Desirable minor areas: financial management, library planning, Canadiana, children's literature, interpersonal communication, bibliography. 5. Salary according to University scale. 6. Dr. Jean M. Tague, Dean, School of Library and Information Science, The University of Western Ontario, Elborn College, London, Ontario, N6G 1H1. 7. Deadline: January 15, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

THE UNIVERSITY OF MANITOBA LIBRARIES. Reference Librarian, Reference Services, Elizabeth Dafoe Library. Minimum Salary: General Librarian, $21,477. There is a two-year probationary period. Effective Date: As soon as possible. Reporting to the Head of Reference Services, responsibilities include reference queries, orientation programs, computerized literature searching, organization and utilization of the microform collection, and collection development. Qualification: Accredited library science degree; undergraduate study emphasizing the social sciences, proven reference ability, evidence of initiative, resourcefulness, judgement, flexibility and problem-solving skills. Reference experience in an academic library would be an asset. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit resume, including the names of three referees and salary requirements by January 15, 1986 to: Earle C. Ferguson, Director of Libraries, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

LINGUISTICS

McGILL UNIVERSITY. Department of Linguistics. Assistant Professor, tenure track required to teach morphology at undergraduate and graduate levels with ability to teach some of the following: general introductory course, syntax, phonetics, non-IndoEuropean linguistics, etc. Requirements: Ph.D. in Linguistics, demonstrated excellence in teaching and research. Salary: McGill scale. Position to be filled by September 1, 1986, subject to budgetary approval. Applications received until appointment is made. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Send applications and supporting documents to: Chairman, Department of Linguistics, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5.

YORK UNIVERSITY. Faculty of Arts. Linguistics. Applications are invited for a sessional (contractually limited) appointment at the rank of Lecturer or Assistant Professor, subject to University approval, to commence July 1, 1986. The successful candidate will be able to teach undergraduate courses in the core areas of linguistics as well as in other areas. Qualifications required: A.B.D., teaching experience; PhD, publications desirable. Salary commensurate with experience. Applicants should send curriculum vitae, three letters of recommendation, teaching evaluations or attestations and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Deadline for applications is January 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Linguistics. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor, subject to University approval, to commence July 1, 1986. The successful candidate will be able to teach undergraduate courses in the core areas of linguistics as well as in other areas. Qualifications required: PhD, teaching experience; publications desirable. Salary commensurate with experience. Applicants should send curriculum vitae, three letters of recommendation, teaching evaluations or attestations and transcripts to: Luisa Karumanchiri, Chairman, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Deadline for applications January 15, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LITERATURE

McGILL UNIVERSITY. Comparative Literature. One-semester (Fall or Winter) Visiting Associate Professor. Two courses, one in Graduate Comparative Literature, one in Graduate English, 15 weeks each, salary to be determined according to qualification. Requirements: Ph.D., relevant publications (orientation in Literary and Cultural Theory). Knowledge of English and French. Please apply to Professor D. Suvin, Department of English, 853 Sherbrooke Street West, Montreal, Que., Canada, H3A 2T6. (For appointment at the MLA, phone Professor Suvin (514) 842-0326 or contact him in Chicago.)

MATHEMATICS

TRENT UNIVERSITY. Mathematics. Applications are invited for a limited-term appointment from 1 July, 1986 to 30 June, 1987. The appointment, which is subject to budgetary approval, will be in the Assistant Professor range. Area of specialization in applied mathematics, courses to be taught include mathematical methods, and/or numerical analysis, and/or possibly statistics. Candidates should have a Ph.D. in mathematics and some teaching experience. Duties include undergraduate teaching and research. Applications including a curriculum vitae and the names of three referees should be sent to Professor J.P. Henniger, Chairman, Department of Mathematics, Trent University, Peterborough, Ont., K9J 7B8 by 15 February, 1986. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Mathematics. Applications are invited for one tenure track position at the level of Assistant Professor beginning July 1, 1986 in Probability Theory or Partial Differential Equations. Additional one-year positions in any field of mathematics are also anticipated. Applicants should have a Ph.D. or equivalent. Duties will include teaching, research and some administration. The deadline for applications is December 31, 1985. A complete curriculum vitae and the names of three referees should be sent to: R. Manohar, Head, Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a three-year appointment in the area of Probability and Statistics, at the Lecturer/Assistant/Associate level. Ph.D. or near completion. Teaching responsibilities include undergraduate courses in Statistics and Probability. Salary according to qualifications and experience. Send curriculum vitae and arrange for three letters of reference to be sent directly to Dr. M.A. Taylor, Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Offer is subject to budgetary approval.

UNIVERSITY OF WINDSOR. Mathematics. The Mathematics Department at the University of Windsor anticipates the granting of two tenure track appointments. First consideration will be given to candidates in the following two areas (a) Optimization (including statistical, theoretical and computational); (b) Numerical solutions of partial differential equations. These positions commence July 1, 1986. Curriculum vitae and three letters of recommendation should be sent to: Dr. D.J. Britten, Head, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada, in the first instance.

WILFRID LAURIER UNIVERSITY. Department of Mathematics. Applications are invited for a continuing position in the department of mathematics. Duties include undergraduate teaching and research. Candidates should hold a Ph.D. in mathematics or a related area of statistics or computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in statistics or computer science will be an asset. The appointment will be effective July 1, 1986. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. M. Kilgour, Chairman, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until January 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. Mathematics Department. Tenure track position at Assistant Professor level, beginning 1 July 1986. Applicants must have a PhD, together with either a strong research record, or demonstrated research potential. Duties will include teaching both major and large service courses; although strong candidates from all areas of mathematics will be considered, instructional experience in operations research would be advantageous. Applications, supported by an updated c.v., reprints of recent publications and the names of three referees should be sent to Professor J.P. Mayberry, Department of Mathematics, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Closing date for applications is February 28, 1986. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Mathematics. The Department of Mathematics invites applications for two limited term appointments at the Assistant Professor level, one for a period up to a maximum of two years and the other for a period of nine months. The appointments, which are subject to the availability of funds, will commence on July 1, 1986 and September 1, 1986 respectively. Candidates should have a Ph.D. in an area of pure mathematics. Duties will include teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including the names of three referees, should be sent to: Dr. D. Borwein, Head, Department of Mathematics, Middlesex College, The University of Western Ontario, London, Ontario, N6A 5B7, Canada. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

MOUNT ALLISON UNIVERSITY. Department of Mathematics & Computer Science. Applications are invited for a probationary appointment at the rank of assistant professor, associate professor or professor. Applicants should hold a Ph.D. (or equivalent). Duties will include undergraduate teaching and research. This position will be filled effective July 1, 1986. Salary ranges for 1985-86 are $26,298 to $38,002 for assistant professor, $32,729 to $52,242 for associate professor, and $41,167 to $64,374 for professor. Applications, including a curriculum vitae and the names of three referees, should be sent to: R.P. Sealy, Head, Department of Mathematics & Computer Science, Mount Allison University, Sackville, N.B., E0A 3C0. Closing date for receipt of applications is when position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Mathematics & Computer Science. Applications are invited for three one year replacement positions, two of which are subject to budgetary approval, at the rank of assistant professor. Applicants should hold a Ph.D. Duties will include undergraduate teaching and research. This position will be filled effective July 1, 1986. Salary range for assistant professor for 1985-86 is $26,298 to $38,002. Applications, including a curriculum vitae and the names of three referees, should be sent to: R.P. Sealy, Head, Department of Mathematics & Computer Science, Mount Allison University, Sackville, N.B., E0A 3C0. Closing date for receipt of applications is when positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Medicine. 1. Associate or Assistant Professor of Physiology. Probationary (tenure-track) appointment. 2. Ph.D., M.D. or equivalent. 3. Contribute to teaching programs in dentistry, medicine, science and graduate studies and to establish an independently funded research program in an area broadly related to existing interests of the Department: cardiovascular, endocrine, gastrointestinal, autonomic, renal, integrative, but with a preference for motor physiology 4 Salary negotiable depending on qualifications and experience 5. Applications, with curriculum vitae, selected reprints, outline of research interests and names of three references should be submitted to: The Chairman, Department of Physiology, The University of Western Ontario, London, Ontario, N6A 5C1. 6. July 1, 1986 7 Until position filled In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. An Equal Opportunity Employer.

UNIVERSITY OF TORONTO. Transplantation Surgeon. The University of Toronto seeks a surgeon to direct its multiorgan transplant program at one of its University-based hospitals Full training in general surgery plus formal clinical training in multiorgan transplantation surgery is required The successful candidate will also be expected to have obtained research training which will enable him/her to conduct an independent research program and interact with other faculty in the areas of transplant immunology and infectious diseases related to transplantation This will be an annual appointment, at the rank of Assistant Professor, salary commensurate with qualifications and experience Qualifications. M D., FRCS(C). Effective date of appointment. Open. Closing date of applications: February 28, 1986 Enquiries, curriculum vitae and three letters of reference should be sent to. Dr R.M. Stone, Surgeon in Chief, Toronto Western Hospital, 399 Bathurst Street, Toronto, Ontario, M5T 2S8 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents

THE UNIVERSITY OF BRITISH COLUMBIA. Ophthalmology. Department of Ophthalmology, The University of British Columbia is looking for a Director of Research. Applicants should be established ocular biologist who would be interested in building a research team in the new eye care centre Applications should be addressed: c/o Dr. S.M Drance, 2550 Willow Street, Vancouver, B.C . V5Z 3N9.

UNIVERSITY HOSPITAL, SASKATOON. Neuropathologist. A neuropathologist is required in the Department of Pathology, University of Saskatchewan. The position is a tenure-track appointment, carrying appropriate rank in the Medical School and with a cross appointment in the hospital Pathology Department and in the Clinical Neurosciences Department The individual appointed is expected to undertake teaching duties and research in addition to the service work In accordance with Canadian immigration requirements, preference will be given to Canadian citizens or landed immigrants Apply to. Dr L Skinnider, Department of Pathology, University Hospital, Saskatoon, Sask . S7N 0X0, Canada.

UNIVERSITY OF ALBERTA. Applied Sciences in Medicine. A position exists for a Post-doctoral Fellow interested in applying image pattern recognition techniques to topographic maps of electrical activity from the brain. Individuals interested in this position should have a Ph.D in an applied science and have a strong background in digital image processing and/or statistical or syntactic pattern recognition Individuals in related fields such as multivariate statistics or time series analysis who are willing to involve themselves in feature extraction from images, decision theory and pattern classification will also be considered. Funds exist to support this position for a two year period with the stipend for the first year set at $26,345.00 plus fringe benefits The opportunity to continue this work thereafter through an Alberta Heritage Scholarship Award is seen as a distinct possibility Interested individuals should contact Dr Z.J Koles, Department of Applied Sciences in Medicine, 10-102 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3, Tel (403) 432-6302. The University of Alberta is an equal opportunity employer

MICROBIOLOGY

UNIVERSITY HOSPITAL. UNIVERSITY OF SASKATCHEWAN. Clinical Microbiologist Applications are invited for the position of Clinical Microbiologist at the University Hospital Saskatoon. The appointee will also have a tenure-track position beginning at the Assistant or Associate Professor level in the Department of Microbiology, College of Medicine, University of Saskatchewan, Saskatoon Applicants should have a Ph D with appropriate experience in clinical microbiology Service responsibilities in the Department of Clinical Microbiology in the University Hospital may include some or all of the following areas depending on the appointee's experience and interests. bacteriology, serology, mycology, parasitology and mycobacteriology Participation will be expected in the teaching responsibilities of the Department of Microbiology, University of Saskatchewan, for students in the health sciences (medicine, nursing, pharmacy) and students in the College of Arts and Science The successful candidate will also be expected to share responsibility for development of an M Sc. graduate program in Clinical Microbiology and to develop his or her own research program The faculty of the Department of Microbiology in the College of Medicine includes basic science microbiologists, virologists, and immunologists, as well as medical microbiologists and infectious disease physicians. There are presently 13 faculty in the department The Clinical Microbiology in the hospital incorporates sections of bacteriology, virology, immunology and infection control It has a staff of 42, including 6 with teaching responsibilities in the university Applications accompanied by a curriculum vitae should be submitted by February 1, 1986, to: William L. Albritton, M D . Ph.D., F.R.C P (C), Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MILITARY STUDIES

ACADIA UNIVERSITY. Military and Strategic Studies. Applications are invited for a two-year appointment as Visiting Professor of Military and Strategic Studies Areas of responsibility include modern military history, defence studies and Canadian and international defence policy. Candidates would be expected to have a Ph D., publications and relevant experience. Starting date. July 1, 1986 In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application, together with curriculum vitae and three letters of reference to be sent to: Dr. Lois Vallely-Fischer, Dean of Arts, Acadia University, Wolfville, N S , B0P 1X0, by February 15, 1986

MUSIC

ACADIA UNIVERSITY. School of Music. Applications are invited for a full-time position in Strings Applicants must have a minimum of a Master's degree but doctorate preferred. Preference will be given to a violinist to teach violin majors and minors and string methods classes; conduct the University Orchestra and chamber groups. Expertise in a secondary area would be an advantage Salary and rank according to qualifications and experience Applications should include a C V., addresses and phone numbers of at least two referees, and should be addressed to Dr. Peter Riddle, Director, School of Music, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

UNIVERSITY OF VICTORIA. School of Music. Position in Oboe Position. Lecturer or Assistant Professor depending upon experience; Principal instructor of instrument Qualifications Master's degree or equivalent professional experience. Experience in teaching and performing essential; Expertise in other areas an asset (e g , wind ensemble conducting) Duties: Individual instruction at undergraduate and graduate levels. Chamber music coaching, Participation in Faculty Recitals as soloist and ensemble performer expected Salary Commensurate with rank, Subject to funding, a tenure track position Appointment Date July 1, 1986 Closing Date January 15. 1986 Tape. curriculum vitae and/or full placement dossier invited with first letter Apply To Professor Paul Kling, Director, School of Music, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2 Telephone (604) 721-7902 or 721-7903 Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons The University of Victoria offers equal employment opportunities to qualified male and female applicants

UNIVERSITY OF VICTORIA. School of Music. Position in Clarinet. Position Lecturer or Assistant Professor depending upon experience, Principal instructor of instrument Qualifications Master's degree or equivalent professional experience; Experience in teaching and performing essential. Expertise in other areas an asset (e.g , wind ensemble conducting) Duties Individual instruction at undergraduate and graduate levels. Chamber music coaching; Participation in Faculty Recitals as soloist and ensemble performer expected Salary Commensurate with rank; Subject to funding, a tenure track position. Appointment Date July 1, 1986 Closing Date January 15, 1986 Tape, curriculum vitae and/or full placement dossier invited with first letter. Apply To: Professor Paul Kling, Director. School of Music, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2. Telephone (604) 721-7902 or 721-7903. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons The University of Victoria offers equal employment opportunities to qualified male and female applicants

THE UNIVERSITY OF WESTERN ONTARIO. Music Education. 1. Rank: Probationary or Limited Term at Lecturer, Assistant, Associate, or Professor rank 2 Qualifications Ph.D completed (or near completion) in music education with a specialty in elementary music education; extensive classroom teaching experience, specialized expertise in the Kodaly method, and wide knowledge of other approaches to elementary music education. 3 Duties: Undergraduate and graduate instruction in elementary music education; supervision of graduate theses. 4. Salary Commensurate with experience and qualifications. (1985-86 floors Lecturer $20,750, Assistant Professor $25,850, Associate Professor $30,750, Professor $40,100.) Date of Appointment July 1, 1986. 6 Closing Date for Applications March 1, 1986 or when position filled 7. Inquiries to: Dr George VanOstrand, Chairman, Music Education Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Theory and Composition. 1 Rank. Rank and terms open 2 Qualifications: Ph D in Music Theory, or equivalent training and professional achievement Established career as a theorist Clear indications of effectiveness as a teacher of undergraduate and graduate theory Ability to contribute substantially to a proposed Ph.D. program in Systematic Musicology 3 Duties Undergraduate music theory courses; graduate courses and thesis supervision in areas of specialization Maintenance of a high level of professional activity, evidenced in regular publications. 4 Salary Commensurate with qualifications and experience (1985-86 floors Lecturer $20,750, Assistant Professor $25,850, Associate Professor $30,750, Professor $40,100) 5. Applications and Inquiries Dr. Gail Dixon, Chairman, Department of Theory and Composition, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7 Please submit A letter of application, curriculum vitae and names, addresses and telephone numbers of three referees. No publications unless requested later. 6 Appointment date: July 1, 1986 7. Closing Date for Applications: January 31, 1986 or when position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer. Position is subject to budget approval.

NATIVE STUDIES

UNIVERSITY OF SASKATCHEWAN Native Studies. Applications are invited immediately for two tenure-track positions at the Assistant Professor level (1986 base $29,501), effective July 1 Consideration will be given to candidates with a Master's degree and expertise in one or more of the following subject areas in Native Studies. The Political Process, Economic Development, Women, Judicial/Corrections Processes, Literature, Social Services, Law, Research Methodology Knowledge of a Native culture or language would be an asset Candidates must have an active interest in research Some off-campus teaching may be required. Send CV and three confidential letters of reference to Dr F L Barron, Head of Native Studies, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In keeping with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

TRENT UNIVERSITY. Native Studies Applications are invited for a one year limited-term appointment of Research Associate in the Department of Native Studies The successful candidate will be appointed to the Department of Native Studies within the newly-created Native Managements and Economic Development Programme Duties will include liaison with Native communities in the initiation of community-based research projects providing consultation services to Native communities in the areas of management and economic development and programme and curriculum development. Candidates should have a knowledge of Native culture and direct experience working with Native people. Closing date 31 January. 1986 The appointment will be effective as soon as possible Applications, including curriculum vitae and the names of three referees should be sent to Professor D.N McCaskill, Chairman, Department of Native Studies, Trent University, Peterborough, Ont., K9J 7B8 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

TRENT UNIVERSITY. Native Studies. Applications are invited for a two-year limited-term appointment at the rank of Associate Professor The successful candidate will be appointed to the Department of Native Studies as Co-ordinator of the newly created Native Management and Economic Development Programme. Duties will include programme planning and administration, curriculum development and course instructing Candidates must have knowledge of Native cultures and direct experience working with Native people, and preferably a Master's degree Closing date 31 January, 1986 Appointment effective as soon as possible Applications including curriculum vitae and names of three referees should be sent to Professor D.N McCaskill, Chairman, Department of Native Studies, Trent University Peterborough, Ont , K9J 7B8 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

NEUROSCIENCE

DALHOUSIE UNIVERSITY. Physiology and Biophysics. The Department of Physiology and Biophysics is seeking qualified applicants for a tenure track appointment in the area of Neuroscience at the level of Assistant or Associate Professor. Candidates are expected to develop a strong externally fundable research program in an area compatible with or complementary to existing programs in neural plasticity, neural transmitters, or neuroendocrinology and to participate in undergraduate and graduate teaching Preference will be given to candidates able to contribute to the biophysics program. Position available January 1, 1986. In accordance with Canadian Immigration regulation, this advertisement is directed first to Canadian citizens and landed immigrants Applications containing curriculum vitae, record of grant support and bibliography, brief description of future research plans, and names of three referees should be addressed to Dr K.B. Rut, Head, Department of Physiology and Biophysics, Sir Charles Tupper Medical Building, College Street, Dalhousie University, Halifax, Nova Scotia, B3H 4H7. Dalhousie University is an equal opportunity employer

NURSING

UNIVERSITY OF VICTORIA. Nursing. University of Victoria, School of Nursing, invites applications for a regular faculty position in community health or maternal-child nursing, at the rank and salary of assistant professor Preference will be given to a candidate with a Ph D in nursing or related field and eligibility to register in British Columbia The successful candidate will teach in a post-basic baccalaureate degree program and establish a research program in area of nursing specialization. In accordance with Canadian Immigration policies, this advertisement is directed to Canadian citizens and landed immigrants. This appointment will be subject to final budget approval Please submit curriculum vitae and the names of three referees, with full postal addresses, to Dorothy Kergin, Director, School of Nursing, University of Victoria, Box 1700, Victoria, B C., V8W 2Y2 Closing date of applications March 1, 1986.

ORGANIZATIONAL BEHAVIOUR

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for a limited-term appointment at the assistant professor level Starting date July 1, 1986. Salary and length of appointment will depend on qualifications and experience A PhD and a commitment to research are required. Successful experience in teaching undergraduate organizational behaviour courses is highly desirable The position offers an opportunity for curriculum development within an interdisciplinary administrative studies framework. Applications (with Curriculum Vitae and the names of three referees) should be sent to Professor I.P Sultie, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2 The University encourages both women and men to apply for this position In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer

PHARMACOLOGY

UNIVERSITY OF OTTAWA. Department of Pharmacology. Our Department of Pharmacology is expanding its staff and research facilities under a new Chairman Two tenure-track assistant professor positions will be available to candidates with Ph D and/or M D degrees who have postdoctoral experience and are strongly committed to research and teaching of medical pharmacology For one of the positions, preference will be given to individuals with training in cardiovascular pharmacology Knowledge of French is an asset In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Deadline for application is January 31st, 1986 Starting date of appointment is negotiable A curriculum vitae, bibliography, a brief description of experience in teaching and research, a statement of career objectives, proposed research program and three letters of recommendation should be sent to Pharmacology Search Committee, Department of Pharmacology, School of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada, K1H 8M5

UNIVERSITÉ D'OTTAWA. Département de pharmacologie. Le département de pharmacologie ouvrira deux postes de professeurs adjoints pouvant conduire à l'obtention de la permanence Les candidats possédant le Ph.D et/ou un M D ainsi qu'une expérience postdoctorale pertinente et ayant un intérêt marqué pour la recherche et l'enseignement en pharmacologie seront considérés. Pour l'un des postes, la préférence sera accordée aux candidats ayant de l'expérience en pharmacologie cardiovasculaire. La connaissance du français sera un atout. Selon les exigences d'Immigration Canada, la préférence sera donnée aux candidats qui sont citoyens canadiens ou immigrants reçus. Les candidats doivent soumettre avant le 31 janvier 1986 leur curriculum vitae, une brève description de leur expérience d'enseignement et de recherche, un exposé de leur plan de carrière, une description des domaines dans lesquels ils désirent poursuivre leur recherche ainsi que trois lettres de recommandation au: Comité de sélection de pharmacologie, Département de pharmacologie, École de médecine, Université d'Ottawa, 451, chemin Smyth, Ottawa, Ontario, K1H 8M5.

UNIVERSITY OF MANITOBA. Department of Pharmacology and Therapeutics. A postdoctoral position is available to study the alterations of lipid metabolism during myocardial ischemia and the relationship to cardiac arrhythmias Background in cardiac electrophysiology or biochemistry is essential Send curriculum vitae and arrange for two letters of reference to be forwarded to Dr Ricky Y.K Man, Department of Pharmacology and Therapeutics, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

PHARMACY

UNIVERSITY OF MANITOBA. Pharmacy. The Faculty of Pharmacy invites applications for a challenging, joint, term appointment in the Clinical and Drug Information service areas, in conjunction with the Misericordia General Hospital The successful candidate will be appointed with an academic position, salary, and duties at the Faculty of Pharmacy commensurate with qualifications and experience The Faculty has an undergraduate enrollment of over 130 and a patient-oriented curriculum with Clinical Practice Integrated with the Pharmaceutical Sciences The Faculty also has a Medication Information Line for the Elderly and a graduate student program with plans for expansion in the clinical area The Misericordia General Hospital is a fully-accredited 400 bed acute care general hospital with Pharmacy service including TPN and Chemotherapy, Drug Information, Patient Counselling, Clinical Consulting, and Student Teaching A major reconstruction program is underway with plans for Pharmacy conversion to unit-dose distribution, extension of clinical and drug information service, and initiation of a residency program Responsibilities will include clinical and drug information practice with development, teaching and research in these areas. Qualifications. Candidates should have a Baccalaureate and post-graduate degree (Pharm D or equivalent) in Pharmacy and must be eligible for licensure under the Manitoba Pharmaceutical Act Additional training and experience in the clinical and drug information areas is preferred Excellent communication skills are essential Both women and men are encouraged to apply In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The position is available from January 1st, 1986 Interested candidates are requested to forward a detailed resume, with names of three referees to Dean John W Steele, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Telephone (204) 474-8794

UNIVERSITY OF SASKATCHEWAN. College of Pharmacy. Applications are invited for a full-time faculty position in Pharmaceutics Applicants should have training in pharmaceutics to the Ph.D level Industrial experience in product development research would be considered an asset Responsibilities will include teaching undergraduate and graduate classes, development of a research programme and other activities that may be assumed or assigned in relation to the effective functioning of a health sciences professional college The appointment will be effective July 1, 1986 Academic rank and salary for this position are commensurate with the applicant's qualifications and experience Applications, together with a curriculum vitae and the names of three referees, should be forwarded to Dean J L Blackburn, Pharm D , College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF SASKATCHEWAN College of Pharmacy. Assistant/Associate Professor The Professional Practice Section of the University of Saskatchewan College of Pharmacy is accepting applications for a full-time tenure track position in Pharmacy Administration or Social and Administrative Pharmacy The position calls for teaching at the undergraduate and graduate levels and research in the social and behavioural aspects of pharmacy and drug use Qualified applicants must have a strong background in research design and statistics, and possess a firm understanding of social/behavioural science theory The data bank of the Saskatchewan Prescription Drug Plan provides a unique opportunity for research in the area of drug utilization and it is desirable that the successful applicant devote some of his research activities to the area of drug use review The position may begin July 1, 1986, or thereafter Academic rank and salary for this position are commensurate with the applicant's qualifications and experience Applications, together with a curriculum vitae and the names of three referees, should be forwarded to Dean J.L Blackburn, College of Pharmacy University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0, Canada In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

PHILOSOPHY

QUEEN'S UNIVERSITY. Philosophy. The Philosophy Department at Queen's University invites applications for a tenure track appointment beginning 1 July 1986 Ph D required Specialization open. Duties will include undergraduate and graduate teaching, and research Salary commensurate with qualifications Send curriculum vitae, and three letters of reference, to Professor A P Fell, Chairman, Department of Philosophy, Queen's University Kingston, Ontario, Canada K7L 3N6 Closing date for receipt of applications, 20 January, 1986 Both women and men are encouraged to apply In accordance with Canadian Immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents

SAINT THOMAS MORE COLLEGE. Philosophy. Saint Thomas More College (a federated Roman Catholic arts college at the University of Saskatchewan) Applications are being invited for a one-year appointment (possibly two years dependent on funding) as a sabbatical replacement Rank commensurate on qualifications. Appointment Sept 1, 1986 Qualifications A Ph D or close to completion Teaching introductory courses on Critical Thinking and main historical periods. Background in Greek and Medieval philosophy, in ethics and natural philosophy is desirable. Applications including curriculum vitae, samples of work and three references should be sent to E J McCullough, Chairman, Department of Philosophy Saint Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6 Application deadline is March 1, 1986 In accordance with Immigration requirements, this application is directed to Canadian citizens and permanent residents

UNIVERSITY OF TORONTO. Department of Philosophy. From one to four positions at the rank of Assistant Professor 1- to 3-year appointments with possibility of conversion to tenure stream Expertise required in at least one of (1) Ethics/Bio-ethics, (2) Medieval/Religions, (3) Social/Political; (4) Science/Logic (Appointees with specialization in either areas (1) or (2) will teach in the Department's St Michael's College Programme) Duties Both advanced and introductory level undergraduate teaching with the possibility of graduate teaching Qualifications Ph D in Philosophy or nearly finished thesis Salary Minimum salary, Assistant Professor, Current rate $27,000 Effective date of appointment 1 July, 1986 Applications, including letters from at least three academic referees, should be sent to Professor Frank Cunningham, Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1 Closing date for applications is. 31 January, 1986 In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Philosophy 1 Assistant Professor - tenure stream - in logic, philosophy of mind and epistemology 2. Ph D and publications, teaching experience 3 Undergraduate teaching in logic, philosophy of mind and epistemology - special consideration to candidates immediately or nearly qualified to teach at graduate level 4 Dependent upon qualifications 5 C V , letters of recommendation, publications and evidence of teaching ability to Professor E W Dowler, Chairman, Division of Humanities, Scarborough Campus, University of Toronto 1265 Military Trail, Scarborough, Ontario, M1C 1A4 6 Effective 1 July 1986 7 Deadline 15 January 1986 In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada

UNIVERSITY OF GUELPH. Philosophy Applications are invited for a tenure track appointment at the assistant professor level in the Department of Philosophy, University of Guelph. The Ph D (or equivalent), teaching experience and evidence of active research are essential The area of required competence is 19th and 20th century European philosophy Knowledge of French or German is essential The appointee will be required to teach at the undergraduate and graduate level, and to supervise in the M A and Ph D programmes The appointment would be effective July 1, 1986 Applications with C V and at least three up-to-date letters of reference should be sent to Professor Carole Stewart, Chairman Department of Philosophy University of Guelph Guelph, Ontario, N1G 2W1 by January 31 1986 In accordance with Canadian immigration requirements, this letter is directed to Canadian citizens and permanent residents of Canada The position is subject to budgetary approval

UNIVERSITE DE GUELPH. Philosophie. Le Département de philosophie de l'Université de Guelph sollicite des candidatures à un poste permanent de professeur adjoint Les candidat(e)s doivent être titulaires d'un doctorat (Ph D ou équivalent), avoir de l'expérience pédagogique, et avoir demontré leur aptitude à la recherche Spécialité la philosophie européenne du 19 eme et 20 éme siècles Compétence linguistique en anglais requise. Il s'agit d'enseigner en anglais aux niveaux gradué et sous-gradué, et de diriger des thèses de maîtrise et de doctorat Entrée en fonctions le premier juillet, 1986 Envoyer curriculum vitae et au moins trois lettres de référence au Dr Carole Stewart, Directrice, Département de philosophie, Université of Guelph, Guelph, Ontario, N1G 2W1. Clôture des demandes. le 31 janvier 1986 Conformément aux règlements de l'immigration canadienne, cette offre s'adresse aux citoyens canadiens et aux immigrants reçus Le poste est offert sous réserve d'approbation budgétaire

UNIVERSITY OF ALBERTA. Philosophy. The University of Alberta, Philosophy Department, has an opening for a full-time tenure-track appointment. Subject to the availability of funds the starting date will be July 1, 1986 Appointment will be at the lecturer or assistant professor rank, according to qualifications and experience Current (1985/86) full-time lecturer minimum salary is $24,604, assistant professor minimum is $30,316 Candidates should have or have nearly completed the Ph D or equivalent Areas of specialization and competence are open Applications, which should include a curriculum vitae and the names and addresses of three referees, should be sent to Dr W.D Sharp, Chairman, Department of Philosophy, University of Alberta, Edmonton, Alberta, T6G 2E1 by February 15 1986. The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

McMASTER UNIVERSITY. Philosophy. 1 The Department of Philosophy of McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor, beginning July 1, 1986 2 Requirements are a Ph D , with strong interests in research and teaching at the graduate and undergraduate levels, and primary specialization in contemporary Continental philosophy, with competence in the German Idealist tradition Familiarity with analytical philosophy would be an asset 3 The minimum salary for assistant professors in 1985/86 is $26,576 4. Applications, including curriculum vitae and letters from three academic referees, should be sent to Dr Evan Simpson Chairman, Department of Philosophy, McMaster University 1280 Main Street West, Hamilton, Ontario, L8S 4K1 6 The deadline is January 31st, 1986, although late applications may be considered In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

PHILOSOPHY OF SCIENCE

UNIVERSITY OF TORONTO. Philosophy & History of Science The Institute for the History and Philosophy of Science and Technology at the University of Toronto invites applications for a one year visiting term appointment for an assistant or associate professor Salary according to qualifications, from $27,000 for an assistant professor or from $33,200 for an associate professor. Candidates should have a Ph.D in hand by 1 September 1986 Preference will be given to philosophers of science with strong interests in the history of science Teaching duties. one graduate seminar in each of two terms and two undergraduate classes in one term, one in the other Curriculum vitae and names of at least two referees should be sent by 1 March 1986 to Chair, Philosophy of Science Search Committee, IHPST, Victoria College, 73 Queen's Park Crescent East, Toronto, Ontario, M5S 1K7, Canada. Applicants should include samples of published work if possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents This appointment, although very probably available, is conditional upon availability of funds

PHYSICAL EDUCATION/ATHLETICS

YORK UNIVERSITY. Department of Physical Education and Athletics. Senior tenure track position in the area of Psychology of Sport or related field The successful candidate will be expected to contribute heavily to the development of the current graduate program through active research Other responsibilities will include teaching graduate and undergraduate academic courses as well as the supervision of Masters students Qualifications required are a doctoral degree in the area of psychology of sport or related field and a strong research background in the area. Salary commensurate with qualifications and experience Letter of application, curriculum vitae and names and addresses of referees should be sent to Dr S Robbins, Chairman and Director, Department of Physical Education and Athletics, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, (416) 667-2346. Starts July 1, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. School of Physical Education and Recreation. Department of Physical Education. The Department of Physical Education at Brock University offers a unique approach to Physical Education based on the movement principles of Rudolf Laban. Candidates for either of the positions listed below with an understanding of this philosophy are encouraged to apply 1 Tenure track position for an individual with expertise in research methods, design and statistical analysis as well as computer background Ph.D required 2 Tenure track position for an individual with a Ph.D in Physical Education and expertise in Movement Education The ability to teach one or more of creative dance, educational gymnastics, or games using Laban's principles is essential In both of the above positions, expertise in other areas of the program such as adapted physical education, health, administration and coaching would be an asset Salary and rank commensurate with qualifications and experience Assistant, Associate or Full Professor In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Please forward a letter of application, curriculum vitae and three letters of reference to: Dr Jane Evans, Chairman Department of Physical Education, Brock University, St Catharines, Ontario, L2S 3A1

PHYSICAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO. Physical Therapy. Applications are invited for a probationary or a tenured position within the Department of Physical Therapy, University of Western Ontario, effective July 1, 1986 Preference will be given to physical therapists with a doctorate in a related field Candidates familiar with physical therapy methods will also be considered The successful candidate must be prepared to teach, supervise the work of graduate students and collaborate in research activities of the department and university Salary and rank are dependent upon qualifications and experience. Applications with curriculum vitae and names of three referees should be sent to Professor A Helewa Department of Physical Therapy, Room 1014, Elborn College London, Ontario, N6G 1H1 by December 30th, 1985 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

PHYSICS

UNIVERSITY OF ALBERTA. Department of Physics. The Department of Physics at the University of Alberta invites applications for a Post Doctoral or Research Associate position in the area of Space Physics The position is for at least one year commencing April 1, 1986. Candidates must possess a Ph D. in Physics with a strong background in Plasma physics. Some knowledge of the field of space magnetism would be an asset The starting salary will be at least $21,720 (Canadian) per annum for a postdoctoral appointment and at least $26,000 (Canadian) per annum at the Research Associate level Applications will be received until December 31, 1985 Candidates interested in applying should submit a curriculum vitae plus the names of three (3) referees to, Professor Gordon Rostoker, Director, Institute of Earth and Planetary Physics. University of Alberta, Edmonton, Alberta, Canada, T6G 2J1 The University of Alberta is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF VICTORIA. Physics. The Department of Physics at the University of Victoria invites applications from NSERC University Research Fellows for a tenure-track position in astronomy commencing July 1st, 1986 It is anticipated that the appointment will be made at the rank of Assistant Professor, and that preference will be given to a theoretical astronomer with research interests in stellar structure and evolution Applicants must currently hold an NSERC University Research Fellowship and be eligible for continued NSERC support as a Research Fellow for the first 5 years of the appointment The successful candidate will have shown exceptional promise as a researcher with the ability to initiate and develop new ideas, and will be expected to supervise graduate students and teach effectively at the graduate level The person appointed must also be willing to teach undergraduate courses in either physics or astronomy. The Department maintains close contact with the nearby Dominion Astrophysical Observatory Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants Letters of application including a curriculum vitae, publication list and names and addresses of three referees, should be sent to Dr J T Weaver, Department of Physics, University of Victoria, P O Box 1700, Victoria, British Columbia, V8W 2Y2

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Physics. The University of New Brunswick, Saint John Campus, is seeking applications for the position of Instructor in Physics, commencing July 1, 1986 This is an established position. The appointee will have responsibility for first and second year physics laboratories Minimum qualification is a Masters degree in Physics Salary will depend on qualifications and experience. Letters of application, including a C V., together with the names and addresses of 3 referees, should be sent to: Dr. P McGahan, Dean of Faculty, University of New Brunswick, P O Box 5050, Saint John, N.B., E2L 4L5. Closing date When position is filled. This is a readvertised position In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF WINNIPEG. Physics. The Department of Physics invites applications for a tenure track appointment (subject to budget approval) at either the Assistant or Associate Professor rank The Department currently conducts research in Condensed Matter Physics and Theoretical Physics and is searching for a Theoretical Physicist with a Ph D., whose research interests are in High Energy Physics or Relativity Outstanding applicants in other areas may also be considered The University of Winnipeg has a strong four year undergraduate programme and, through an Adjunct Professor arrangement with the University of Manitoba, faculty may participate in the supervision of graduate students The successful candidate will be expected to participate in research and undergraduate teaching Duties normally commence September 1, 1986 Applications together with curriculum vitae and the names of three referees should be submitted as soon as possible to: The Chairman, Department of Physics, The University of Winnipeg, Winnipeg, Manitoba, R3B 2E9 All applications received by March 1, 1986 will be considered In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement Some teaching duties may be arranged A brochure outlining current research programs will be sent on request Applicants should send a resume and names of 3 references to Prof F W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

POLITICAL SCIENCE/STUDIES

UNIVERSITY OF ALBERTA. Political Science. Subject to confirmation of funding, the University of Alberta, Department of Political Science, has an opening for a tenure-track appointment, commencing July 1, 1986, at the assistant professor level, in the field of comparative politics Ph D should be completed Preference will be given to applicants with a record of publication and a strong commitment to effective teaching Applicants should have as their major focus the politics of advanced democracies with an emphasis on public policy and policy-making, administration, or law. The 1985-86 salary range for assistant professors is $30,316 - $43,780 Closing date, when position is filled The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada Send applications (including curriculum vitae and names of three referees) to Professor Allan Tupper, Chairman, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4

CARLETON UNIVERSITY. Comparative Politics. The Department of Political Science, Carleton University, invites applications for one tenure track position, commencing July 1 or September 1, 1986 in Comparative Politics with expertise in theories of and approaches to comparative politics, and the capacity to teach and supervise Ph.D. students. Rank open Ph.D. completed. Applications, with full curriculum vitae and the names of three qualified referees, should be sent as soon as possible to: Professor Harald von Riekhoff, Chairman, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6 Closing date is January 20, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Open to both men and women This position is subject to budgetary approval

DALHOUSIE UNIVERSITY. Department of Political Science. The Department of Political Science at Dalhousie University invites applications for a probationary tenure-track position at the rank of Assistant Professor commencing on July 1, 1986 The appointment would be in the field of International Relations/Foreign Policy, preferably with capabilities in quantitative research methods Applicants should be both qualified and willing to teach at the introductory level. Completed Ph D and publications are preferred. The closing date for applications is January 30, 1986 Applications should be made to Professor G R Winham, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6 A curriculum vitae and names of three referees should be included In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada Dalhousie has a policy of affirmative action with respect to the employment of women

UNIVERSITY OF ALBERTA. Political Science. Subject to confirmation of funding, the University of Alberta, Department of Political Science, has an opening for a tenure-track appointment, commencing July 1, 1986, at the assistant professor level, in the field of international politics Ph.D. should be completed Preference will be given to applicants with a record of publication and a strong commitment to effective teaching. A concentration and strong research interest in the foreign policies of Third World countries is required. Preferred areas of concentration are sub-Saharan Africa, Asia, or Latin America The 1985-86 salary range for assistant professors is $30,316 - $43,780 Closing date when position is filled The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Send applications (including curriculum vitae and names of three referees) to Professor Allan Tupper Chairman, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4

YORK UNIVERSITY. Political Science. Pending budgetary approval, the Department invites applications for a tenured/tenure track appointment in Canadian Politics/Politics of the Public Policy Process, commencing July, 1986 Rank Assistant or Associate Professor Requirements: Ph.D. or equivalent Demonstrated research and teaching abilities and strong publication record Expertise in some combination of Business-Government Relations, Politics of Bureaucracies; Public Administration Salary Commensurate with qualifications Deadline February 1, 1986 To apply forward curriculum vitae with names of three referees to Professor B.M Frolic, Chairman, Department of Political Science, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY. Political Science. Subject to budgetary approval, the Department invites applications for a 2-3 year Sessional appointment Primary area of specialization should be Quantitative Research Methods. The successful applicant is expected to teach Introductory Social Science Statistics and Research Design and/or Advanced Quantitative Policy Research Methodology Secondary areas of specialization are open. Requirements: Ph D or equivalent. Salary. Commensurate with qualifications Deadline: February 1, 1986. Letters of application, including a curriculum vitae and the names and addresses of three referees, should be sent to Professor B.M Frolic, Chairman, Department of Political Science, Faculty of Arts, 4700 Keele Street, North York, Ontario, M3J 1P3 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF VICTORIA. Department of Political Science. Applications are invited to fill a tenure-track position at the rank of Assistant Professor to commence 1st July, 1986. The field is Comparative Government and applicants should be qualified in American government and at least one other major political system. Candidates should have a Ph D. in Political Science Canadian Immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before proceeding with applications from other persons. Please send applications, including curriculum vitae and the names of three referees, to Dr. A H. Birch, Chairman, Department of Political Science, University of Victoria, P.O. Box 1700, Victoria, B C., V8W 2Y2 The closing date for applications is January 31, 1986 The University of Victoria offers equal employment opportunities to qualified male and female applicants.

TRENT UNIVERSITY. Political Studies. Applications are invited for three limited term positions in Political Studies for one or two years, subject to budgetary approval. Starting date is 1 July, 1986 Applicants should have a Ph D or be near to completion. They should be competent to teach in two of the following four subject areas: (1) international relations, (2) the politics of developing areas (Asian and/or African politics preferred), (3) Canadian politics, (4) Comparative politics (European politics preferred) Salary is expected to be at the level of Lecturer or floor of the Assistant Professor. Please send curriculum vitae and the names of three referees to Professor R Campbell, Chairman, Department of Political Studies, Trent University, Peterborough, Ont. K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Political Science. A junior tenure-track position will be available subject to funding starting July 1, 1986 in the Department of Political Science The appointment will be in the areas of Japanese politics (domestic and foreign policy). and/or Southeast Asian politics. The candidate must be able to teach and conduct research in one or more of these areas, must have suitable language training, and should be able to teach comparative politics generally. A completed Ph.D or equivalent is expected, as is evidence of research commitment. Salary will be commensurate with qualifications and experience Closing date January 31, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates Curriculum vitae and three letters of reference should be sent to Professor D J Elkins. Chairman, Department of Political Science, the University of British Columbia, Vancouver, B.C , V6T 1W5.

THE UNIVERSITY OF WESTERN ONTARIO. Political Science. Subject to budgetary approval, applications are invited for a tenure-track position in the field of International Politics, effective July 1, 1986. Initial appointment will be for three years Salary and academic rank commensurate with qualifications and experience The Department will consider applications from scholars who have a completed Ph D., some teaching experience and publications. Applications should consist of a detailed curriculum vitae, a statement of research and teaching interests and the names of three referees Deadline for the receipt of applications. February 1, 1986 Applications should be directed to: Dr M W Westmacott, Chairman, Department of Political Science, University of Western Ontario, London, Ontario, Canada, N6A 5C2 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

PSYCHOLOGY

WILFRID LAURIER UNIVERSITY. Department of Psychology. Applications are invited for a continuing appointment in the Department of Psychology, to be made at the assistant or (junior) associate level We are especially interested in areas of expertise encompassing some aspects of neuroscience/neuropsychology and/or clinical psychology Applicants should be experienced and enthusiastic teachers, and are expected to pursue an active and productive research program The Department has graduate (M.A.) programs in General Experimental, and Social Community Psychology, as well as an extensive undergraduate program. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with their work The position is open until a suitable appointment can be made Apply to Dr. B. Hunsberger, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

WILFRID LAURIER UNIVERSITY. Department of Psychology. Applications are invited for an expected sabbatical replacement in the Department of Psychology Courses to be taught could include some combination of the following: social, group processes, abnormal, community, educational, and introductory psychology. The Department has graduate (M.A.) programs in General Experimental, and Social Community Psychology, as well as an extensive undergraduate program. Applicants should submit a curriculum vitae, including the names and addresses of three referees familiar with their work The position is expected to begin July 1, 1986, and is open until a suitable appointment can be made Apply to Dr. B. Hunsberger, Chairman, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY · Department of Psychology. Applications are invited for a 3 year probationary full-time appointment commencing July 1, 1986 as Instructor in the Department of Psychology, Dalhousie University. Primary responsibilities will include teaching experimental psychology and supervising independent research at the undergraduate level, as well as assisting in the operating of the undergraduate teaching laboratory A graduate degree in psychology and teaching experience are required. Starting salary is dependent on experience and qualifications; the current scale minimum is $19,190 per annum. Candidates should send curriculum vitae and names of three referees to Dr. P.J. Dunham, Chairperson, Appointments Committee, Department of Psychology, Dalhousie University, Halifax, N S., B3H 4J1 Dalhousie University has a policy of affirmative action with respect to employment of women. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada

BROCK UNIVERSITY. Department of Psychology. Applications are invited for a one-year sabbatical replacement position at the Assistant Professor level (possibly two, subject to budgetary approval). Applicants should demonstrate expertise in research methods and statistics. Letters of application, together with curriculum vitae, the names of three referees and representative reprints should be sent to Jack Adams-Webber, Chairperson, Department of Psychology, Brock University, St Catharines, Ontario, L2S 3A1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

BROCK UNIVERSITY. Department of Psychology. Applications are invited for a tenure-track position at the Assistant Professor level (possibly two, subject to budgetary approval) Applicants should demonstrate expertise in at least two of the following areas: clinical, life-span developmental, physiological, multivariate techniques and longitudinal designs. Letters of application, together with curriculum vitae, the names of three referees and representative reprints should be sent to Jack Adams-Webber, Chairperson, Department of Psychology, Brock University, St. Catharines, Ontario, L2S 3A1 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University invites nominations and applications for a preliminary (tenure track) appointment at the rank of Assistant Professor. A completed Ph.D in psychology is required, as is evidence of excellence in teaching and a continuing commitment to research fostering productive links between the university and community in such areas as behavioural medicine, evaluation research, and/or age-related psychological issues. Letters of application are invited from qualified women and men, and should include a curriculum vitae and copies of recent publications. As well, three letters of recommendation should be sent directly to Dr William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Applied Social Psychology A two-year term position in Applied Social Psychology will be open in the Department of Psychology with a starting date of July 1, 1986. The appointment will be made at the Assistant Professor level (1985-86 salary floor is $29,501) Candidates with expertise in any of the following areas are encouraged to apply: research design and methodology, program evaluation and policy research, small group processes; training and consultation; organizational and/or environmental psychology Applicants should forward a curriculum vitae and have at least three referees submit letters of reference to: Thomas B Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Sask , S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Psychology. The Department of Psychology, University of Alberta, invites applications for a position as Research Scholar. Candidates must have a Ph.D. degree and give clear evidence of their ability to maintain an active and innovative research program in the area of physiological psychology. Expertise in current neurophysiological techniques is desirable Appointments will likely be made at the Assistant Professor level (minimum salary = $30,316), or possibly at the Associate level (minimum salary = $38,170), but a particularly strong candidate may be considered at the Full Professor level (minimum salary = $48,970). This position will be long-term and will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and is made on the basis of excellence. The award includes funds for establishing the researcher's laboratory, including equipment purchase, required renovations, and operating expenses for the first two years of the appointment (including technical and research assistance). To be considered, applicants should send their curriculum vitae, three letters of recommendation, reprints or recent publications, and a brief outline of research plans to Dr. R E Walley, Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9 The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Psychology. Erindale Campus, University of Toronto, has a tenure stream appointment in Psychology at the Assistant Professor level, effective July 1, 1986 Current salary base is $27,000. We are seeking a new or recent Ph.D. in Social/personality or perception who is an outstanding researcher and who is dedicated to quality teaching. Responsibilities include establishing an active research programme and teaching an experimental design course as well as other undergraduate and graduate courses. Send C V and 3 letters of reference to Patricia Pliner, Department of Psychology, Erindale Campus, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. Closing date for receipt of applications is January 1, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF GUELPH. Department of Psychology. A vacancy exists for a tenure track position at the Assistant Professor level in the area of Industrial/Organisational Psychology to commence September 1, 1986 Duties will include graduate teaching and supervision in the area of industrial/organisational psychology and undergraduate teaching in an area which will depend upon the successful candidate's background. Potential candidates should have a strong research record and have primary training at the Ph.D. level in the I/O area This position is subject to final budget approval Applications should include the name of three referees and should be addressed to the Chairman, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 The application deadline is March 31, 1986.

THE UNIVERSITY OF VICTORIA. Aging/Life-Span Psychologists. The Department of Psychology at the University of Victoria is recruiting for two tenure-track positions in the area of Aging/Life-Span Development to begin July 1986 One of these positions will be filled at the Assistant Professor level and the other may be filled at either the Assistant or, contingent on funding, the Associate Professor level We are particularly interested in candidates with a research focus on aging and expertise in cognition, multivariate methods, or clinical gerontology Responsibilities include teaching at the graduate and undergraduate levels, maintenance of a program of research, and supervision of graduate students. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons Applications should be received by January 15, 1986 Send letter of application, vita, reprints and manuscripts, and arrange to have three letters of recommendation sent to: David F Hultsch, Ph.D., Chair, Search Committee, Department of Psychology, University of Victoria, Victoria, British Columbia, Canada, V8W 2Y2 The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITÉ DE MONTRÉAL. Département de psychologie. Professeur à plein temps (second affichage). Le Département de psychologie de la Faculté des arts et des sciences cherche un professeur adjoint ou agrégé en psychologie industrielle, spécialisé dans le domaine de la sélection et de l'évaluation du personnel et dans l'étude du rendement en milieu organisationnel. Fonctions: Enseignement aux trois cycles; encadrement des étudiants de 2e et de 3e cycles; supervision de stages pratiques. Exigences. Doctorat en psychologie industrielle (Ph.D., D Ps.) ou l'équivalent, expériences d'enseignement, de pratique et de recherche. Traitement: Selon la convention collective. Entrée en fonction: Le 1er août 1986. Date limite de réception des candidatures: Le 18 mars 1986. Les candidats doivent acheminer leur curriculum vitae, ainsi que trois lettres de recommandation à: Mme Mireille Mathieu, Directrice, Département de psychologie, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF ALBERTA. Psychology. The Department of Psychology, University of Alberta, invites applications for a tenurable appointment (Ph D. required) in the area of experimental psychopathology. Expertise in psychological or neuropsychological assessment is desirable. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), interactions with colleagues, and teaching ability. Rank is at the Assistant Professor level; the salary floor is $30,316. Applications, which should include curriculum vitae, three letters of recommendation, and reprints or recent publications should be sent to Dr. Brendan Gail Rule, Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Although completed applications should be received by March 1, 1986 to ensure consideration, applications received later may be considered. The

University is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

RECREATION/LEISURE

UNIVERSITY OF WATERLOO. Department of Recreation and Leisure Studies. 1 Assistant or Associate Professor 2 Doctorate strongly preferred Expertise in one or both of (1) recreation for special populations (therapeutic recreation), (2) administration/management of leisure services Demonstrated achievement in teaching and a record of independent scholarship Strong background in leisure studies or closely related social science and a knowledge of the professional applications of specialization. 3. Teaching and advising of undergraduate and graduate students, service on committees, research, including writing of grant proposals Position is for 12 month academic year, teaching for two terms. 4. Minimum salary for Assistant Professor for 1985/86 $27,200, Associate Professor $35,300 5. Contact Stephen L J Smith, Chairman, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1 6 Appointment effective May 1 or July 1, 1986 7 Submit application by December 31, 1985 8. Position is contingent on funding. It is the intention of the University of Waterloo to fill vacancies with recent PhD graduates appointed as Assistant Professors whenever possible In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

RELIGIOUS STUDIES

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Religious Studies. Tenure-stream appointment, assistant professor, in the History of Religions and their comparative study with preference to candidates in Asian religions. Qualifications: Ph.D., linguistic competence in the candidate's Ph D. field, and, preferably, teaching experience and evidence of achievement in research and publication. Teaching obligations will include general courses in the History of Religions and an advanced undergraduate course in the candidate's special field. Appointment to begin on July 1, 1986. Candidates should send curriculum vitae and/or dossier to Prof W J Callahan, Department of Religious Studies, University of Toronto, 110 Charles St West, Toronto, Ontario, M5S 1A1. by January 1. 1986 Candidates should ask three references to write directly to the above This advertisement is directed in the first instance to Canadian citizens and landed immigrants, in accordance with government regulations.

RUSSIAN

UNIVERSITY OF TORONTO. Mellon Appointment in Slavic Languages and Literatures. 1. Assistant Professor - tenure-stream. 2 Ph.D. required; preferably with teaching experience. Specialist in Russian linguistics with a strong interest in Russian language teaching at all levels Native or near native knowledge of Russian Ability to contribute to second Slavic area an important asset. 3 Should have research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. 4 Salary commensurate with experience and qualifications. 5. Applications, including C V . the names and addresses of 3 referees to C.H Bedford, Chairman. Dept of Slavic Languages and Literatures. University of Toronto. Ontario, M5S 1A1 6 Effective 1 July 1986 7. Closing Date. 31 January 1986.

UNIVERSITY OF WATERLOO. Germanic and Slavic Languages and Literatures. The Department of Germanic and Slavic Languages and Literatures invites applications for a full-time position at the Assistant Professor level, Russian language and literature, starting July 1, 1986. Qualifications: Ph.D , teaching experience, strong interest in research, knowledge of second Slavic language is desirable The availability of this position is subject to budgetary approval The present floor of the Assistant Professor level is $27,200.00. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Inquiries and resumes should be sent to Professor S. Hoefert, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario, N2L 3G1 Deadline for applications· the closing date is January 15, 1986 or until the position has been filled

SOCIAL SCIENCE

YORK UNIVERSITY. Social Science. Family/Social Relations Applications are invited for a probationary tenure stream appointment at the Assistant Professor level commencing July 1. 1986 We are interested in a candidate who can teach courses that provide a critical perspective on one or more of the following areas 1 Health and the Family, 2. Childhood and Adolescence. 3 Family and Social Relations. 4 Aging and Care Giving Candidates should have Ph.D. or equivalent, teaching experience, (preferably interdisciplinary) and publications Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University. 4700 Keele Street, Downsview, Ontario. M3J 1P3. The availability of this position and its term are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science Law and Society Applications are invited for a contractually limited appointment at the Assistant Professor level commencing July 1, 1986. The candidate will be expected to participate in the interdisciplinary Law and Society programme at the undergraduate level, in courses that link Law and Sociology, Politics, Psychology and other Social Science disciplines If appropriate, candidates may also participate in other Social Science interdisciplinary courses, such as Canadian Public and Social Policy, Canadian Legal System. Media and Mass Communications. Labour and Business. Ph.D. or equivalent, publications and teaching experience (preferably interdisciplinary) desirable. Law degree useful but not necessary if research and work experience have dealt with law-related aspects of the Social Sciences, or with the relation of Law to Social Sciences Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University. 4700 Keele Street, Downsview, Ontario. M3J 1P3. The availability of this position and its terms are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Mass Communications Applications are invited for a probationary-tenure stream appointment at the Assistant Professor level commencing July 1. 1986. We are interested in a candidate who can teach in our Mass Communications programme, with interests in any of the following areas of specialization (with Canadian emphasis): Comparative Broadcasting Systems; Communication Policy and Regulation, Communications Theory; International Communications. Ph.D or equivalent, teaching experience (preferably interdisciplinary) and publications are all required. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its terms are conditional on university approval In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY. Social Science. Social and Political Thought Applications are invited for a probationary-tenure stream appointment at the Assistant Professor level commencing July 1, 1986 We are interested in a candidate to teach in our undergraduate Social and Political Thought programme, with an emphasis on the nineteenth and twentieth centuries and an interest in cultural history. Ph.D. or equivalent, teaching experience (preferably interdisciplinary) and publications are all required. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3 The availability of this position and its terms are conditional on budgetary approval In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY. Social Science. Urban Studies. Applications are invited for a contractually-limited appointment at the Assistant Professor level commencing July 1, 1986 We are interested in a candidate to teach courses in our undergraduate Urban Studies programme. with an emphasis in Urban Sociology/Anthropology and/or Environmental Psychology. A strong background in research methodology is required. Ph.D or equivalent, publications and teaching experience (preferably interdisciplinary) are all desirable Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario. M3J 1P3. The availability of this position and its terms are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

YORK UNIVERSITY. Social Science. Women's Studies Applications are invited for a probationary-tenure stream appointment at the Assistant Professor level, commencing July 1, 1986. We are interested in a candidate to teach courses in our Women's Studies programme, with a particular interest in Women's Labour in Canada. Ph.D. or equivalent, teaching experience (preferably interdisciplinary) and publications are all required. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario. M3J 1P3. The availability of this position and its terms are conditional on university approval In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

SOCIOLOGY

McMASTER UNIVERSITY. Sociology. The Department of Sociology at McMaster has a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, commencing July 1. 1986 We are seeking a candidate whose primary research interest is the Sociology of Women. The successful candidate must also be qualified to teach undergraduate courses in theory or in quantitative methods Candidates whose research and teaching interests fall into other areas of specialization may apply and will be considered for the appointment if the Department is not successful in its search for a candidate whose primary research interest is the Sociology of Women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Closing date for applications is February 15, 1986 Applicants should send a Curriculum Vitae and names of three referees to Dr Frank E. Jones, Chairman, Department of Sociology, McMaster University, Hamilton, Ontario, Canada, L8S 4M4

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Sociology. Applications are invited for a tenure track position at the Assistant Professor level In the area of the sociology of deviance A Ph.D in Sociology and evidence of excellence in teaching and research in the area of deviance, plus the ability to teach research methods and statistics required. Major responsibility for teaching courses in sociology of deviance, crime and delinquency. and, serve as Advisor to the special undergraduate program in Crime and Deviance. Also expected to provide teaching support in the area of social statistics and research methods Salary is commensurate with qualifications and experience. Applications with curriculum vitae and names and addresses of three referees should be sent to Dr John H Simpson, Chair, Department of Sociology. University of Toronto, 563 Spadina Avenue, Toronto, Ontario, M5S 1A1 Subject to budgetary approval, appointment will commence on July 1, 1986. Closing date for applications will be February 1, 1986 In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents

THE UNIVERSITY OF NEW BRUNSWICK. Sociology. Applications are invited for two probationary (tenure stream) appointments at the Assistant Professor level, commencing July 1, 1986. The areas of specialization are open. The successful applicants will be expected to teach core courses in sociology, including introductory sociology, and to participate in both the undergraduate and the graduate (M A and Ph.D.) programmes of the department A Ph.D. in Sociology, and demonstrated skills in and a commitment to teaching and research, are required. The current salary range for an assistant professor is $27,986 - $39,766 Send curriculum vitae, a cover letter stating teaching and research activities and interests, and the names of three referees to: Prof B.J. Pepperdene, Chairperson, Department of Sociology, University of New Brunswick, Post Office Box 4400, Fredericton, N B , E3B 5A3 Competition closed when positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

McGILL UNIVERSITY. Department of Sociology. Applications are invited for a tenure track appointment at the assistant professor level beginning September 1986 (subject to budgetary approval). Candidates should be able to teach in one or more of the following areas: criminology, medical sociology, or family Further preference to those who can also teach either qualitative or quantitative methods and whose Ph.D is completed In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should write to Professor Michael Smith, Chair, Appointments Committee, Department of Sociology, McGill University, 855 Sherbrooke Street West Montreal, Quebec, H3A 2T7, enclosing curriculum vitae, copies of 2 or 3 papers, and the names of 3 referees who have agreed to write on applicant's behalf Those with no previous full time teaching experience should send a copy of their graduate school transcript.

UNIVERSITY OF WATERLOO. Department of Sociology. The Department of Sociology invites applications for a position at the Assistant Professor level, starting July 1, 1986 The availability of this position is subject to budgetary approval. Preferred specialization is in the area of sociological theory. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All applications must be received by January 31, 1986. Send inquiries and resumes to Chair, Department of Sociology, University of Waterloo, Waterloo,Ontario, N2L 3G1

UNIVERSITY OF MANITOBA. Sociology. Applicants are invited for a probationary (tenure-track) appointment at the Assistant Professor level, commencing July 1, 1986. Applicants' primary area of specialization must be quantitative research methods. The successful applicant will be expected to teach courses in this area to the Ph.D. level and to consult with faculty on advanced methodological and statistical techniques. Ph.D. required Salary commensurate with qualifications and experience. Both women and men are encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Curriculum vitae and the names of three referees should be sent not later than January 31, 1986 to: Dr. Edward D Boldt. Head, Department of Sociology, University of Manitoba, Winnipeg, Manitoba. R3T 2N2

UNIVERSITY OF MANITOBA. Sociology. Applications are invited for a probationary (tenure-track) appointment at the Assistant Professor level, commencing July 1. 1986 Applicants' primary area of specialization must be criminology Ph.D required Salary commensurate with qualifications and experience Both women and men are encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Curriculum vitae and the names of three referees should be sent not later than January 31 1986, to Dr Edward D Boldt Head, Department of Sociology. University of Manitoba Winnipeg. Manitoba, R3T 2N2

SAINT MARY'S UNIVERSITY. Department of Sociology. Applications are invited for a three year full-time position in Criminology This position will be assessed at the end of the second year and may be converted to a tenure-track position. Salary commensurate with qualifications and experience Both women and men are encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Send curriculum vitae, a cover letter stating interests relevant to the position, copies of recent papers and publications and the names of three referees to Dr Patricia Connelly, Chairperson, Department of Sociology, Saint Mary's University Halifax Nova Scotia. B3H 3C3

STATISTICS

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics at Simon Fraser University invites applications for a tenure track position in Statistics at the level of Assistant Professor commencing September 1, 1986. Requirements include a Ph D degree and duties will include teaching and research Applications, including curriculum vitae, should be sent as soon as possible to: Dr G A C Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B C . V5A 1S6, Canada Please arrange for three letters of reference to be sent directly from the referees In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary authorization.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics of Simon Fraser University is seeking strong candidates for NSERC University Fellowships who are qualified in Statistics The term of these Fellowships is normally five years and Fellows are selected by the Natural Sciences and Engineering Research Council on a competitive basis Compensation will be at the Assistant Professor level Nominees must be Canadian citizens or permanent residents at the time of nomination, which would be in the Fall of 1986 Those interested in applying for these Fellowships through the Mathematics and Statistics Department at Simon Fraser University are invited to submit curriculum vitae, transcripts and at least five references to: Dr. G A C Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University. Burnaby, B C , V5A 1S6 Canada

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics of Simon Fraser University invites applications for visiting appointments for 1986/87. Fields of particular interest are Statistics, Numerical Analysis. and Applied Mathematics, although opportunities also exist in other fields A solid research and publication record is expected Preference will be given to candidates eligible for employment in Canada at the time of application The number of positions available is subject to budgetary constraints. For further information regarding salary, teaching load and term of appointment of these open-rank positions, contact Dr G.A C Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B C., V5A 1S6. Canada.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for a tenure track position in statistics Salary and rank will be commensurate with qualifications and experience. It is expected that the successful applicant will play a major role in developing the teaching and research functions of the department's Quality Assurance Laboratory (QUALAB) and the Ontario Quality Assurance Centre. It is further expected that the successful applicant will participate in maintaining QUALAB's interface with industry. This appointment will be subject to funds being available. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Dr I.B MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada An Equal Opportunity Employer

THE UNIVERSITY OF WESTERN ONTARIO. Department of Statistical and Actuarial Sciences. The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for limited term positions in statistics, applied probability, and actuarial science. Salary and rank will be commensurate with qualifications and experience Appointments will be made subject to funds being available Applications, including a detailed curriculum vitae and the names of three references, should be sent to Dr I B MacNeill, Chairman, Department of Statistical and Actuarial Sciences, The University of Western Ontario. London. Ontario, Canada, N6A 5B7 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada An Equal Opportunity Employer.

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor of Statistics Applicants must have a Ph.D and have the ability to carry out an effective independent research programme, to teach, and to direct graduate research in Probability and Statistics Duties include undergraduate and graduate level teaching. graduate student supervision, and research Salary will be commensurate with qualifications and experience The effective date of appointment is July 1, 1986 and is subject to availability of funds. The closing date for reception of applications is February 15, 1986 In accordance with Canadian immigration requirements, this position is directed to Canadian citizens and permanent residents. Send applications to Dr J.D Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph D graduates appointed as Assistant Professors

THEATRE

YORK UNIVERSITY. Faculty of Fine Arts. Tenure-track teaching position, Theatre design at the Assistant Professor level (Current salary floor $25,620) For the 1986-87 academic year, commencing July 1, 1986 Requirements Professional experience in the area of set and costume design. Teaching experience at the university or professional school level Ability to teach set design, costume design, history of design, and the basics of other areas of design and stagecraft Interest in being part of a new and imaginative programme in theatrical design at the undergraduate and graduate levels Part of the work load may consist of designing one or two major productions. The Faculty of Fine Arts at York University, located in metropolitan Toronto, includes the Departments of Dance, Film, Music, and Visual Arts. York's Department of Theatre has over 200 majors studying performance, production and theatre studies, also an innovative MFA programme Apply with curriculum vitae and names of three referees to Ron Singer Chairman, Department of Theatre, York University. North York Ontario, M3J 1P3 Application deadline January 31, 1986 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

DALHOUSIE UNIVERSITY Department of Theatre. Applications are invited for a Production Manager in the Department of Theatre having responsibility for planning and supervising students and five full time technicians with their involvement in departmental productions and technical classes. Duties include teaching parts of three technical classes mainly in the areas of stage management, lighting, production management and technical direction Supervision, planning and scheduling of space for the one main stage and two studios as well as construction, properties, lighting and costume shops is also required Qualifications include a bachelor's degree and five years of professional experience or at least ten years of professional experience Salary range $29,333 - $35,987 Applications should be sent to Professor Peter Perina Department of Theatre, Dalhousie University Halifax, Nova Scotia. B3H 4H6 Dalhousie has a policy of affirmative action with respect to employment of women In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens or permanent residents of Canada.

THEOLOGY

ST. FRANCIS XAVIER UNIVERSITY. Department of Theology. Applications are invited for a tenure-track position in the Christian religious tradition, including the history of the Church The successful candidate will be required to teach a wide range of undergraduate courses Applicant should have a Ph.D or equivalent. Salary and rank are dependent upon qualifications The position is to be filled effective September 1, 1986 The deadline for applications is March 1. 1986. Inquiries with Curriculum Vitae and names and addresses of at least 3 referees should be addressed to Dr R B MacDonald, Dean of Arts, St. Francis Xavier University, Antigonish, N S . B2G 1C0 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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WATERLOO LUTHERAN SEMINARY. Theology. Waterloo Lutheran Seminary invites applications for a teaching position in the area of Systematic Theology Required: Expertise in the theology of Martin Luther, contemporary philosophical theology in the context of the development of Christian thought, and the practice of Ministry as a theological endeavour, ordained Lutheran pastor in good standing with at least three years parish experience, at least one quarter of S P E./C P E , earned doctorate, compatibility with a Seminary Faculty federated with a University; experience at or equivalent to the Assistant or Associate Professorial level, ability to relate effectively to and counsel with students It is hoped to make appointment effective Sept 1/86 Deadline for applications is March 1/86 In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents Send application and resume to: The Principal-Dean, Waterloo Lutheran Seminary, Waterloo, Ontario. Canada. N2L 3C5

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UNIVERSITY OF GUELPH. Department of Chemistry and Biochemistry. The Department of Chemistry and Biochemistry is seeking applications from outstanding candidates in the area of toxicology to fill a tenure-track position at the assistant professor level The position is available immediately Starting salary is negotiable The candidate must have a recent Ph D in chemistry or biochemistry. plus (preferably) some post-doctoral experience NSERC post-doctoral fellows and/or NSERC industrial or university research fellows are encouraged to apply Research expertise and interest in some aspect of environmental, chemical or biochemical toxicology is expected as well as a keen interest in developing and teaching multidisciplinary courses on these topics at the undergraduate as well as the graduate level The University of Guelph offers a 4-year specialized honours program in Toxicology A graduate degree program with the University of Toronto in Toxicology is being planned Excellent growth potential exists within the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry, which is a combined graduate program in chemistry and biochemistry of the Universities of Guelph and Waterloo Please address applications to Edward G Janzen, Chairman, Department of Chemistry and Biochemistry, University of Guelph. Guelph Ontario, N1G 2W1. The following should be included with all applications: complete biographical data with publication list reprints of recent papers, names and addresses of three professional references, copies of university transcripts, short research proposal, and statement of teaching or industrial research experience and interest In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only

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UNIVERSITE LAVAL. Departement de langues et linguistique. A full-time tenure-track position in Translation Effective date of appointment. 1st of June 1986 or later if the position has not been filled at that time Ph D in a relevant discipline Experience in teaching and as a professional translator Native language French Excellent knowledge of English Teaching of courses in translation from English into French, and in specialized translation (legal, scientific, or other) into French in the Baccalaureal specialise program in translation Possibility of teaching translation in the Terminology and translation program (MA level) and of supervising students at the MA and Ph D levels. Research in translation, terminology, or linguistics Rank and salary to be determined according to the 1984-1986 Collective Agreement between Université Laval and the Syndical des professeurs de l Université Laval Curriculum vitae copies of major publications, and the names and addresses of three referees to Monsieur le directeur Département de langues et linguistique Faculté des lettres. Université Laval Cite universitaire Quebec, G1K 7P4 Deadline for applications January 31, 1986 N B In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

UNIVERSITÉ LAVAL. Département de langues et linguistique. Professeur en traduction. Poste à temps complet Date d'entrée en fonction: le 1er juin 1986 ou ultérieurement si à cette date la poste n'est pas pourvu Doctorat dans un domaine pertinent Expérience de l'enseignement et de la traduction professionnelle Langue maternelle: français. Excellente connaissance de l'anglais. Enseignement de la traduction de l'anglais vers le français, de la traduction spécialisée (version juridique ou scientifique ou autre domaine) dans le cadre du Baccalauréat spécialisé en traduction. Enseignement éventuel de la traduction à la Maîtrise en terminologie et traduction, et encadrement d'étudiants de 2e et 3e cycles. Recherche dans les domaines de la traduction, de la terminologie ou de la linguistique. Conditions d'engagement et traitement selon la convention collective 1984-1986 entre l'Université Laval et le Syndical des professeurs de l'Université Laval Curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom, l'adresse de trois répondants et, le cas échéant, la liste des employeurs, à Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, Cité universitaire, Québec, G1K 7P4. Date de clôture du concours. le 31 janvier 1986. N.B. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents,

UNIVERSITÉ D'OTTAWA. Traduction. L'École de traducteurs et d'interprètes désire recruter un ou deux professeurs qui enseigneront dans le cadre de son nouveau programme de traduction juridi-

Macpherson: the twinning of liberalism and Marxism

Powers, Possessions,
and Freedom:
Essays in honour of C.B.
Macpherson
Alkis Kontos, editor
University of Toronto
Press, 1979

by Ralph Nelson

Ralph Nelson is in the Department of Political Science at the University of Windsor.

A *festschrift*, as usually understood, is a publication celebrating an event or honoring a person. When it concerns the latter, some of these publications attempt to cover the range of an author's work — the writer and his achievement. Others combine an examination of a writer's work with various essays bearing more or less on the author's field of interest. This collection of essays by a distinguished group of scholars is the second type.

Balanced reverence

Three of them deal directly with Macpherson's work, while the remaining seven deal with aspects of liberalism, Marxism, and other aspects of modern political theory, all areas explored by Macpherson. The result is a valuable collection of brief incisive papers manifesting a respect for Macpherson's work, but not that excessive reverence which kills as surely as indifference. One is honored, it seems to me, by being taken seriously, by having one's preoccupations recognized as important.

Mansfield

In the essays dealing with Macpherson's work we find Harvey Mansfield's study of Locke's notion of property. Mansfield has been described as a Straussian, though he was not a student of Leo Strauss. Mansfield challenges Macpherson's interpretation of Locke by arguing that Lockean economics served Lockean politics, not the other way around.

If it is true that you only refute what you replace, Mansfield's refutation requires a fresh interpretation. He offers us a hidden writing explanation in regard to religion. However, reliance on this principle of interpretation cannot be such as to argue that men meant the opposite of what they said, and I am afraid that Mansfield does this when he disregards Locke's capital text on men being the property of God.

Recently, John Dunn has noted the difficulties of that text in regard to the rest of Locke's theory, but he did not reject it. The fault here is that alleged against Strauss in his study of Machiavelli, reading into the work what is not written there, while rejecting what is evident. Not that we have to choose between Macpherson's interpretation and that of Mansfield. In any case, it is hard to give up the conviction that Locke was more interested in the liberty of property than he was with the property of liberty.

Leiss

William Leiss pays tribute to both Marx and Macpherson, while being critical of them. He centres on Macpherson's antinomy between capitalist social relations and self-development. It is a conflict between means and ends, utility and fulfillment, capitalism and humanism, market and man. But, in a non-dialectical way, or better in the way of Kantian dialectics, we are left with the opposition.

Is not the task to square economic thinking or rationalization with ethical reasoning? In short, Macpherson is not a dialectical thinker in the Marxist sense. We shall see later that Shlomo Avineri raises doubts about the adequacy of Marx's dialectics.

Lukes

The third essay in this set is Steven Lukes' "The Real and Ideal Worlds of Democracy," by far the most penetrating of the three devoted to Macpherson's work. Lukes is sympathetic with Macpherson's theoretical project, but criticizes the way in which Macpherson tries to achieve it. This means questioning the relation of theory and practice in the project.

As the title indicates, he notes the reliance on possible worlds of democracy in what purports to be a series of lectures on the real world of democracy. However, the main criticism Lukes directs against Macpherson concerns his failure to escape from individualism.

Lukes made a noteworthy critique of both theoretical and methodological individualism in his little book, *Individualism*. So we are not surprised to find that he faults a theory which seems to deny that "social relations structure human activities and potentialities..." Macpherson represents a kind of individualistic perfectionism, far from Nietzsche's, but nevertheless objectionable. Presumably Macpherson's thought will be acceptable once that individualism is overcome.

Taylor

The suggestion that Macpherson's thought is not free from atomism leads us to a consideration of Charles Taylor's essay on that subject. Atomism, by giving the individual priority, treats society in a purely instrumental way. Taking up the notion of capacities — important as well in Lukes' essay — Taylor maintains the curious thesis that capacities, rather than persons, are worthy of respect.

It is like the Pascalian question whether we love a person or only his or her attributes. Rights presuppose an obligation to belong. In this respect, property rights are not the kinds of capacity which need to be developed. So on the assumption that there is no right to property because there is not capacity for it, Taylor would provide a justification for leaving out property rights in the Canadian Constitution.

Fill and Hobbes

Another key liberal idea is that of the contract. Christopher Hill examines convenant theology which he traces back to William Tyndale. It utilized a notion, at least as old as the thirteenth century, of the public person. Just as Calvinism distinguished between the people and the elect, so the "good" people come to represent the rest in politics; the good people are men of substance. Thus he notes the "slide" from a democratic principle to an oligarchical one. The final act occurs when Hobbes utilizes the notion of a public person, but attacks covenant theology.

In connection with the contract idea, there are a pair of essays that touch on Rousseau: one by Carole Pateman as a Rousseauist, the other by Judith Shklar, which is solely analytic. This essay was to form the nucleus of Pateman's book on political obligation.

Essentially, her point is that if one begins with the notion of obligation as self-assumed, self-imposed, then one is led toward justifying, not liberal, but participatory democracy. In her view, political obligation is incurred to one's fellow citizens. The dilemma, then, is either to accept self-managing democracy or to reject the voluntarist basis of obligation.

However, she does recognize sound non-voluntarist reasons for political obedience, though she does not discuss them here. (Hanna Pitkin did so in a long paper on Locke some years ago.) In fine, the liberal theory of obligation must transcend liberal democracy.

Judith Shklar's essay is a kind of supplement to her study of Rousseau, *Men and Citizens*. With her characteristic concision, she reveals that there are two sides of Rousseau, two Rousseaus if you will, in *The Social Contract* and between them a "tragic encounter." She refers to the tension between the private asocial self and the spirit of cooperation. Her treatment is reminiscent of the findings of Raymond Polin and John Charvet. The end result is that *The Social Contract* appears to be the reveries of a solitary political philosopher.

Avineri

In the last set of essays to be considered, various aspects of Marxism are covered. Avineri, in his account of Moses Hess' intellectual journey, criticizes "the non-dialectical one dimensionality" of Marx's thought.

Hess began with a universalist socialist position, while trying to hide the fact that he was a Jew. But as he became attracted to Zionism, he concluded that Judaism itself is socialistic.

The way was then open to show that nationalism and universalism do not exclude each other, but are complementary. Hence it may be called a dialectics of complementarity. Avineri concludes that Hess made a major contribution to establishing a relationship between socialism and nationalism. Even if one is not impressed by the demonstration, the reasoning process is fascinating.

Hobsbawm

E.J. Hobsbawm, the Marxist historian, studies political modernization, but does so by utilizing the arbitrary (and somewhat useless) category of the "pre-political." Whether this refers to traditionalism in politics or whether he is simply trying to contrast the modern and the pre-modern, the faulty conceptualization stands as an obstacle to fully grasping what he is trying to say.

Once one overcomes the arbitrariness of this category, there are some interesting remarks about the different reasons why pre-modern social strata may accept radical change. In any case, his argument is of the orthodox Marxist school, in which the socio-economic structure determines the political structure. Not much new there.

Kontos

Finally, Kontos gives us his reading of Dürrenmatt's play, *The Visit*. This fable presents capitalism as a kind of mechanism which destroys consciousness, freedom, meaning, humanity. It is like an *ananke*, or fate, and we all are the pitiful victims of a remorseless social system. There is no place for the human essence in all that.

And, of course, the other side of the coin will be the society without domination in which the human essence will be revealed. Between a society without freedom and a society of total freedom, little middle ground remains. What a threadbare remnant of modern optimism! Kontos shares Lukes' vision of social determinism.

Finally, Victor Svacek's valuable Macpherson bibliography should be noted.

I can think of no more fitting tribute to Macpherson than a collection dealing in depth with the problems of liberalism and Marxism, two ideologies whose twinning has been the emblem of Macpherson's enterprise.

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que à partir de septembre 1986 (sous réserve de l'approbation de l'OCGS et de l'octroi des subventions prévues). Date d'entrée en fonction: 1er juillet 1986. Durée et conditions de l'engagement: selon les subventions accordées. Exigences: diplôme en traduction (maîtrise de préférence) et expérience en traduction juridique ou diplôme en droit avec expérience en traduction. Fonctions: enseigner la traduction juridique et effectuer recherches dans ce domaine; éventuellement, donner des cours d'initiation à la traduction aux juristes. Prière de faire parvenir votre candidature avant le 1er mars 1986 à l'adresse suivante: École de traducteurs et d'interprètes, Programme de traduction juridique, Faculté des Arts, Université d'Ottawa, 5, rue Hastey, Ottawa, Ontario K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents.

ZOOLOGY

UNIVERSITY OF MANITOBA. Department of Zoology. Applications are invited for a position of Assistant Professor for a one and possibly two year term. A Ph D. completed with some teaching experience is required. Duties include instruction in introductory ecology, population ecology, and/or wildlife and resource management. Minimum salary $27,653.00 Send resume to Dr J H. Gee, Head, Department of Zoology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 Application date closes when position is filled. The appointment is effective on July 1, 1986. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Department of Zoology. The Department of Zoology, University of Toronto, invites applications for a tenure track Assistant Professorship in Aquatic Ecology beginning July 1986. The successful candidate will be located at Erindale College, and will be part of a large, interactive group of acquatic ecologists in the Department of Zoology. A Ph.D. degree and post-doctoral experience are required. Development of an active externally funded research program including graduate students is expected. Teaching duties include contributions to team-taught undergraduate courses in animal behaviour, invertebrate zoology, and in general ecology at both graduate and undergraduate levels. Current base salary is $27,000. Applicants should send a curriculum vitae, copies of representative publications, and names and addresses of 3 referees before 15 January, 1986 to Dr. Nicholas C. Collins, Department of Zoology, University of Toronto - Erindale College, Mississauga, Ontario, L5L 1C6, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents

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